



# *Appropriations* REQUEST



Missouri Department of Transportation • Fiscal Year 2021

Governor's Recommendation  
Book 1 of 2



Missouri Department of Transportation  
FY 2021 Appropriations Request  
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## Department Overview

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The Missouri Department of Transportation (MoDOT) is committed to providing the public with a safe and modern transportation system. MoDOT's mission is to provide a world-class transportation system that is safe, innovative, reliable and dedicated to a prosperous Missouri.

MoDOT is responsible for maintaining the seventh largest state highway system nationally with 33,838 miles of highway and 10,384 bridges. In addition to designing, building and maintaining roads and bridges, MoDOT works to improve airports, river ports, freight development, railroads, public transit systems and pedestrian and bicycle travel. The agency also administers motor carrier and highway safety programs. MoDOT's appropriations request of \$3.66 billion provides funding for all of these services; however, 16 percent of the appropriations request consists of transfer and refund appropriations, which are necessary for accounting purposes, but do not provide goods and services to taxpayers.

The Tracker, a quarterly publication, is MoDOT's organizational performance management system. MoDOT uses it to measure performance in key customer satisfaction areas such as keeping roads and bridges in good condition, keeping customers and ourselves safe, advancing economic development and operating a reliable and convenient transportation system. Information in the Tracker is used to guide departmental operations by focusing scarce resources. While key performance measures have been included in the program descriptions, the Tracker, which can be located at <http://www.modot.org/about/Tracker.htm>, provides the full set of performance measures used by the department.

### Missouri Highways and Transportation Commission

The Missouri Highways and Transportation Commission is a six-member bipartisan board that governs MoDOT. Commission members are appointed by the governor for a six-year term and are confirmed by the Missouri Senate. No more than three commission members may be from the same political party.

The Commission appoints MoDOT's director and the secretary to the commission. The director is responsible for all other employee appointments and hires.

MoDOT's organizational chart is shown in Figure 1.

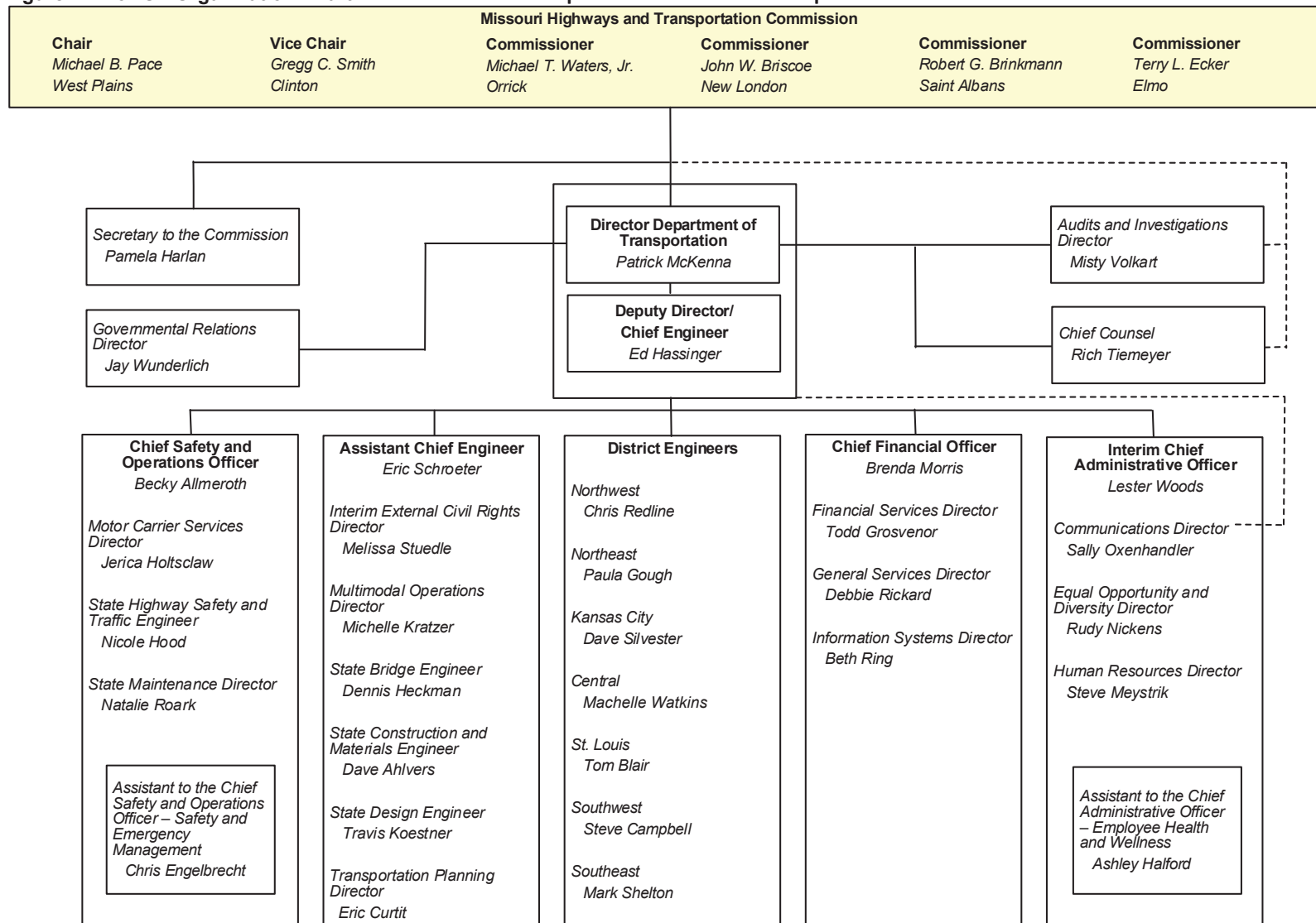
### Districts

MoDOT is divided into seven regions called districts, which are shown in Figure 2.



Figure 1: MoDOT Organization Chart

# Missouri Department of Transportation



SAFETY

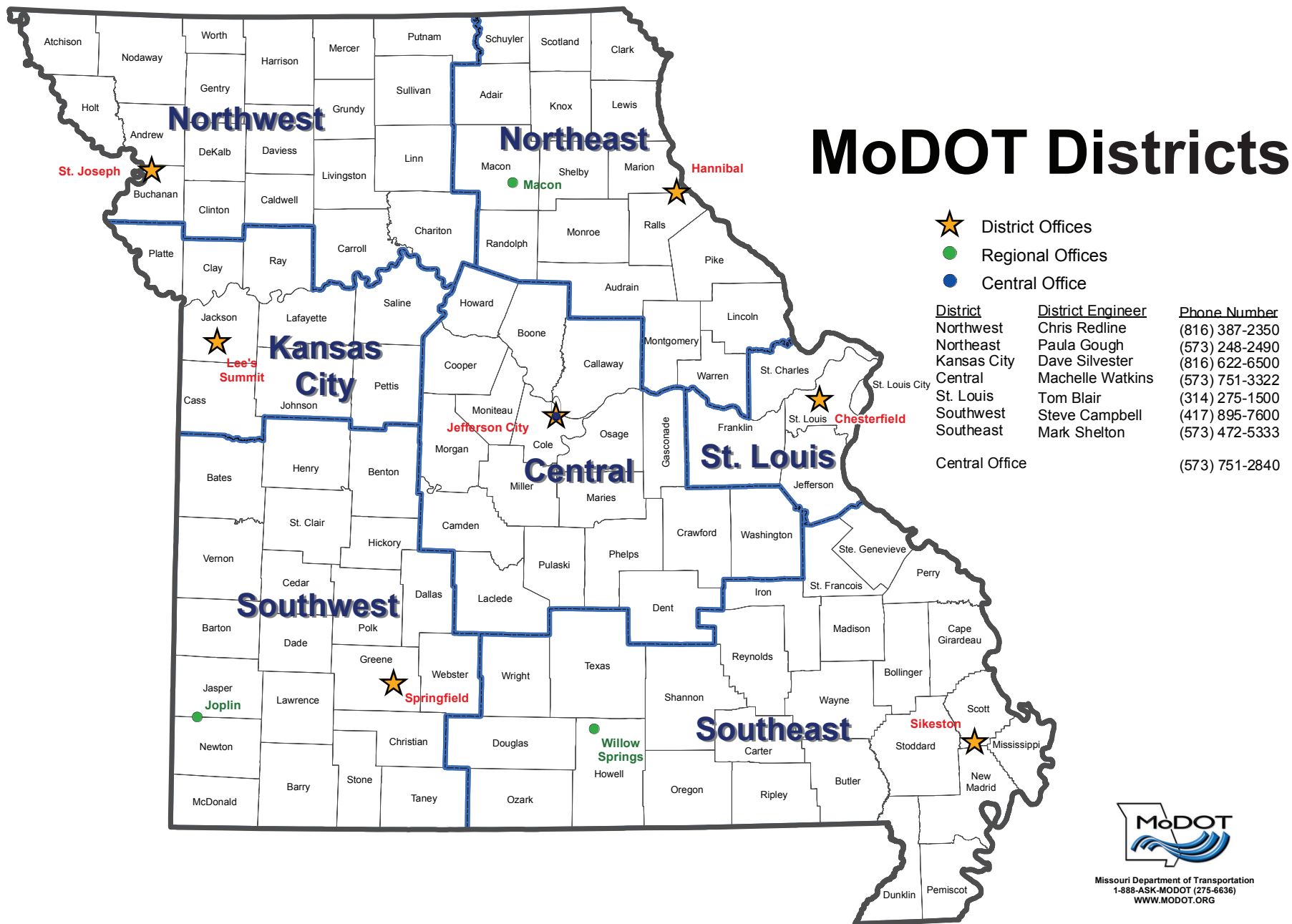
SERVICE

STABILITY

January 10, 2020



Figure 2: MoDOT District Offices







# MISSOURI

## Department of Transportation

2019 Version 1.0



ASPIRATION	We will provide a world-class transportation system that is safe, innovative, reliable, and dedicated to a prosperous Missouri.		
THEMES	<b>Safety</b> Keep citizens and employees safe	<b>Service</b> Deliver transportation solutions of great value and use resources wisely	<b>Stability</b> Preserve and operate a reliable transportation system with an engaged workforce
INITIATIVES	<ul style="list-style-type: none"><li>• Improve safety culture<ul style="list-style-type: none"><li>• Buckle Up Phone Down</li><li>• Behavior-Based Safety</li><li>• District training academy pilot</li><li>• Development of statewide safety standard operating procedures</li></ul></li><li>• Innovate to improve work zone and system-wide safety<ul style="list-style-type: none"><li>• Autonomous truck-mounted attenuators and flagger vehicles</li><li>• Deploy a suite of demonstrably impactful safety techniques through a design-build program structure</li></ul></li><li>• Improve partnerships with other agencies and leverage private sector<ul style="list-style-type: none"><li>• Predictive analytics to optimize development of enforcement and winter operations resources</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Improve communications<ul style="list-style-type: none"><li>• Citizen's Guide to Transportation Funding</li><li>• New department website</li><li>• Better traveler information map</li></ul></li><li>• Improve project management tools<ul style="list-style-type: none"><li>• Maintenance Management Information System</li></ul></li><li>• Develop innovative program delivery<ul style="list-style-type: none"><li>• Design-build, design-build finance, and/or operations and maintenance options</li><li>• Value engineering</li></ul></li><li>• Fleet and facilities optimization strategy implementation</li></ul>	<ul style="list-style-type: none"><li>• Increase employee engagement and recognition<ul style="list-style-type: none"><li>• Pay plan</li><li>• Training and certifications</li><li>• Evaluate job descriptions</li><li>• Leadership coins</li><li>• Succession planning</li></ul></li><li>• Research and deploy alternative funding solutions<ul style="list-style-type: none"><li>• Cross-Cabinet collaboration</li></ul></li><li>• Leverage innovations to reduce costs and improve service quality</li><li>• Cost share program with local government statewide</li></ul>



## Department Strategic Overview: FY21 Budget

<b>DEPARTMENT:</b>	<i>Missouri Department of Transportation</i>
<b>DIRECTOR:</b>	<i>Patrick K. McKenna</i>
<b>DEPARTMENT ASPIRATION:</b>	<i>Provide a world-class transportation system that is safe, innovative, reliable and dedicated to a prosperous Missouri.</i>
<b>HIGHLIGHTS FROM FY19-FY20</b>	<p><i>* In fiscal year 2019, completed 368 projects totaling \$732 million 4.1% under budget and 92% on time.</i></p> <p><i>* The Commission approved the 2020-2024 Statewide Transportation Improvement Program (STIP) totaling \$6.2 billion that is estimated to create 4,940 jobs each year and contribute \$15 billion of economic output during the next 20 years, resulting in a \$2.49 return on every \$1 invested in transportation.</i></p> <p><i>* Missouri received an \$81.2 million Infrastructure for Rebuilding America (INFRA) Grant that will facilitate the construction of a new I-70 Missouri River Bridge at Rocheport and climbing lanes at Mineola Hill to improve safety and traffic flow through the Loutre River Valley.</i></p> <p><i>* During the 2019 session, the Missouri General Assembly authorized MoDOT to issue \$301 million of bonds to repair or replace 215 bridges across the state. The bonds will be repaid with state General Revenue over a seven-year period. In addition, the Missouri General Assembly included \$50 million of General Revenue for MoDOT to jump start the repair or replacement of the bridges in poor condition throughout the state. This funding will free up \$351 million that was already committed to these bridge projects in the current STIP for other high-priority transportation needs across the state identified in cooperation with local planning partners.</i></p> <p><i>* The Missouri General Assembly authorized \$50 million of General Revenue for a transportation cost share program. MoDOT, in coordination with the Department of Economic Development, will administer the program to fund transportation projects that provide the greatest economic benefit to the state.</i></p> <p><i>* The Missouri General Assembly Truly Agreed to and Finally Passed House Bill 499 authorizes the Department of Revenue to revoke the driver's license of anyone who hits a highway or utility worker in a work zone or an emergency responder in an emergency zone. This bill was prompted by the family of fallen MoDOT worker, Lyndon Ebker.</i></p> <p><i>* Continue to enhance performance through the evolution of MoDOT's Tracker to help us focus on successfully achieving our strategic vision.</i></p>
<b>FY21 PRIORITIES</b>	<p><i>* Increasing employee compensation, which will allow the department to reduce turnover and effectively complete its mission.</i></p> <p><i>* Replace or repair poor condition bridges throughout the state with General Revenue authorized by the General Assembly.</i></p> <p><i>* Transportation cost-share program with local communities funded from General Revenue to fund projects with the greatest economic benefit to the state.</i></p> <p><i>* Continue to invest more in our fleet as vehicles and equipment age and need to be replaced.</i></p>
<b>FY22 PREVIEW</b>	<p><i>* Continue to make progress on the 21st Century Task Force recommendations related to safety and innovations.</i></p> <p><i>* In line with the 21st Century Task Force recommendations, continue exploring the available options for developing and implementing more sustainable and diversified transportation revenue sources.</i></p> <p><i>* Continue to advocate for other changes in legislation to make Missouri highways safer.</i></p>



# 2019 National Performance Report Card

A

## Road Conditions

**Current Performance** = 92 percent major highways (5,546 miles) in good condition. 80 percent of minor highways (28,313) in good condition.

**National Ranking** = Missouri had the 10th best pavements on the National Highway System. (*FHWA Highway Statistics*)

A

## Customer Satisfaction

**Current Performance** = 77 percent satisfied customers

**National Ranking** = Missouri trails the highest rated company on the American Customer Satisfaction Index by only 9 percent.

A

## Project Management

**Current Performance** = Missouri road and bridge projects were delivered within 1.3 percent of the award amount and 92 percent were delivered on-time.

**National Ranking** = Not available.

A

## Infrastructure for Business

**Current Performance** = No internal measure

**National Ranking** = A CNBC business study ranks Missouri's infrastructure as the 7th best for business.

A

## Administrative Costs

**Current Performance** = \$2,187 cost per mile

**National Ranking** = Missouri has the 3rd lowest administrative cost per mile. (*FHWA Highway Statistics*)

\*2018-2019 data is not available

C

## Congestion (travel time index)

**Current Performance** = Kansas City - 1.15 St. Louis - 1.15

**National Ranking** = Out of 101 urban areas, Kansas City and St. Louis both ranked 23rd as some of the least congested areas in the U.S. (*Texas Transportation Institute*)

D

## Number of Fatalities

**Current Performance** = 921 fatalities

**National Ranking** = Only 14 states experienced more motor vehicle deaths, ranking Missouri 36th. (*National Safety Council*)

D

## Bridge Conditions

**Current Performance** = 9 percent of Missouri bridges in poor condition by deck area.

**National Ranking** = Missouri ranked 40th for the percent of bridges in poor condition by deck area. (*FHWA Highway Statistics*)

F

## Revenue

**Current Performance** = \$50,184 revenue per mile

**National Ranking** = Missouri has the 48th lowest revenue per mile. (*FHWA Highway Statistics*)

F

## Employee Turnover

**Current Performance** = 13.27 percent (2019)

**National Ranking** = Not available.

**Stretch Target** = 6 percent. (Price Waterhouse Cooper's Saratoga Institute benchmark data)

## RANKINGS

1-10 = A

11-20 = B

21-30 = C

31-40 = D

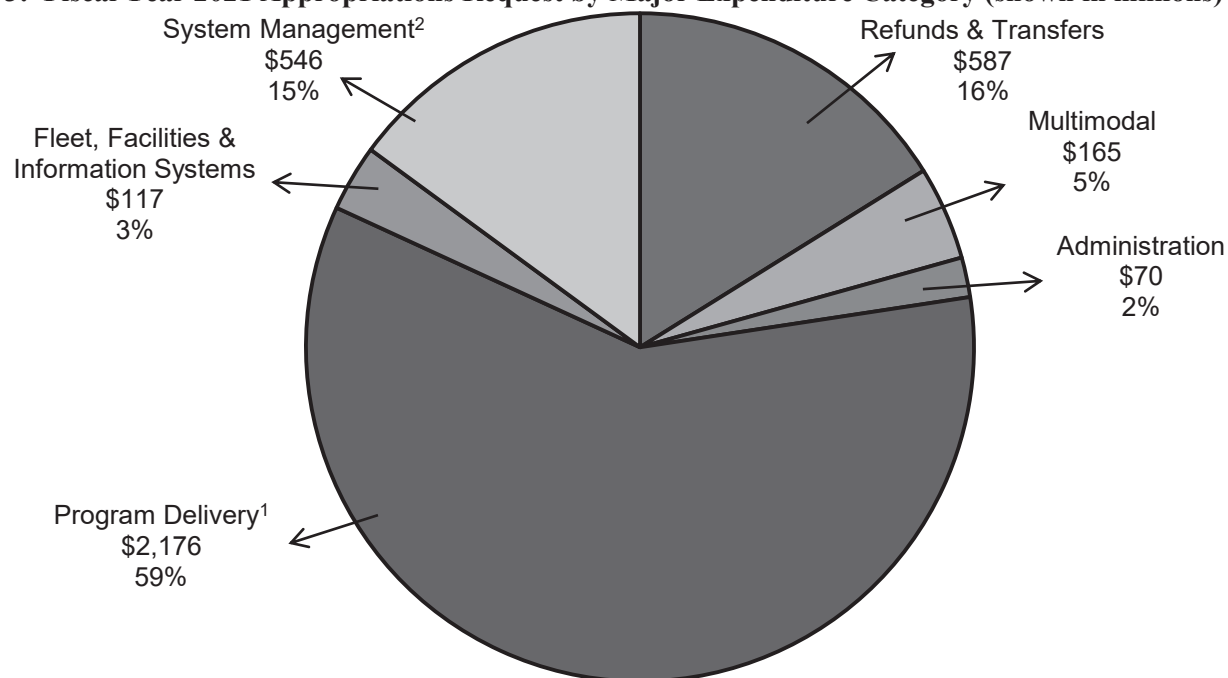
41-50 = F



## Appropriations Request

The \$3.66 billion request for fiscal year 2021 represents an increase from the fiscal year 2020 truly agreed to and finally passed budget. Figure 3 shows MoDOT's fiscal year 2021 appropriations request by major expenditure category. The Governor's recommended budget is \$25.7 million less than the department's request.

**Figure 3: Fiscal Year 2021 Appropriations Request by Major Expenditure Category (shown in millions)**



<sup>1</sup> Program Delivery consists of Personal Services, Fringe Benefits and Expense and Equipment for the divisions of Construction, Transportation Planning, External Civil Rights and Design; Contractor Payments; Design and Bridge Consultant Payments; the Accelerated Program; Right of Way purchases; Federal Pass-Through; and Debt Service.

<sup>2</sup> System Management consists of Personal Services, Fringe Benefits, Expense and Equipment and Programs for the divisions of Maintenance, Highway Safety and Traffic and Motor Carrier Services.



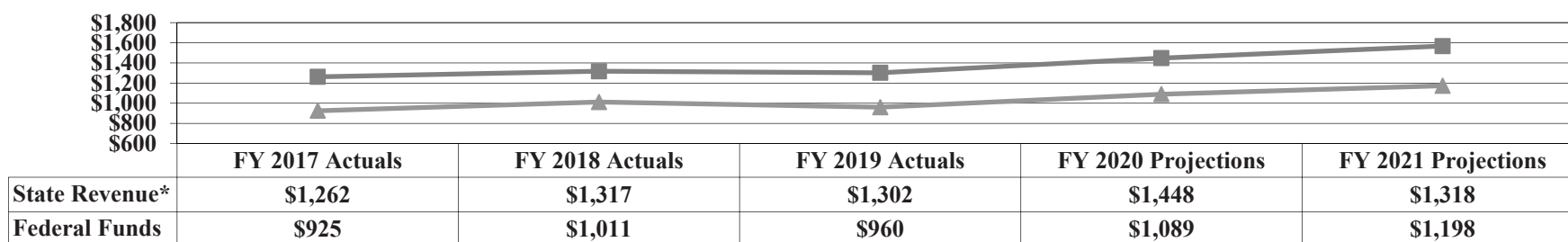
## Funding

Actual revenues for not only roads and bridges, but also other modes of transportation, for the previous three years, and projected revenues for fiscal years 2020 and 2021 are shown in Figure 4. Figure 5 shows actual transportation funding for fiscal year 2019. The Federal Highway Administration revenue and mileage reports rank Missouri 48<sup>th</sup> in revenue per mile, meaning only two other states' revenue per mile is lower than Missouri's.

State revenues and federal funding are estimated to be \$2.5 billion in fiscal year 2021. Approximately 41 percent of the state revenue from highway user fees is generated by Missouri's fuel tax of 17 cents per gallon on gasoline and diesel fuel. The state fuel tax rate has not increased since 1996. The remaining state revenues include sales taxes on motor vehicles and motor vehicle and drivers licensing fees. As shown in Figure 6, city and county governments receive 25 to 30 percent of the funds, depending on the type of user fee. MoDOT also receives appropriations from the following funds for support of various programs: General Revenue, Motorcycle Safety Trust, Grade Crossing Safety, Railroad Expense, State Transportation Assistance Revolving Loan, State Transportation, Aviation Trust, Multimodal Federal, Motor Carrier Safety Assistance Federal and Highway Safety Federal.

MoDOT's largest source of transportation revenue is from the federal government. Funding is received through various federal transportation agencies including Federal Highway Administration, Transit, Aviation and Railroad Administrations. In December 2015, Congress passed a five-year federal transportation reauthorization act entitled Fixing America's Surface Transportation (FAST) Act. The FAST Act is estimated to provide on average 2.9 percent or \$27.1 million more in federal funds to Missouri, annually. The FAST Act expires in September 2020.

**Figure 4: Actual and Projected State Revenues and Federal Funds for Fiscal Years 2017-2021 (in millions)**

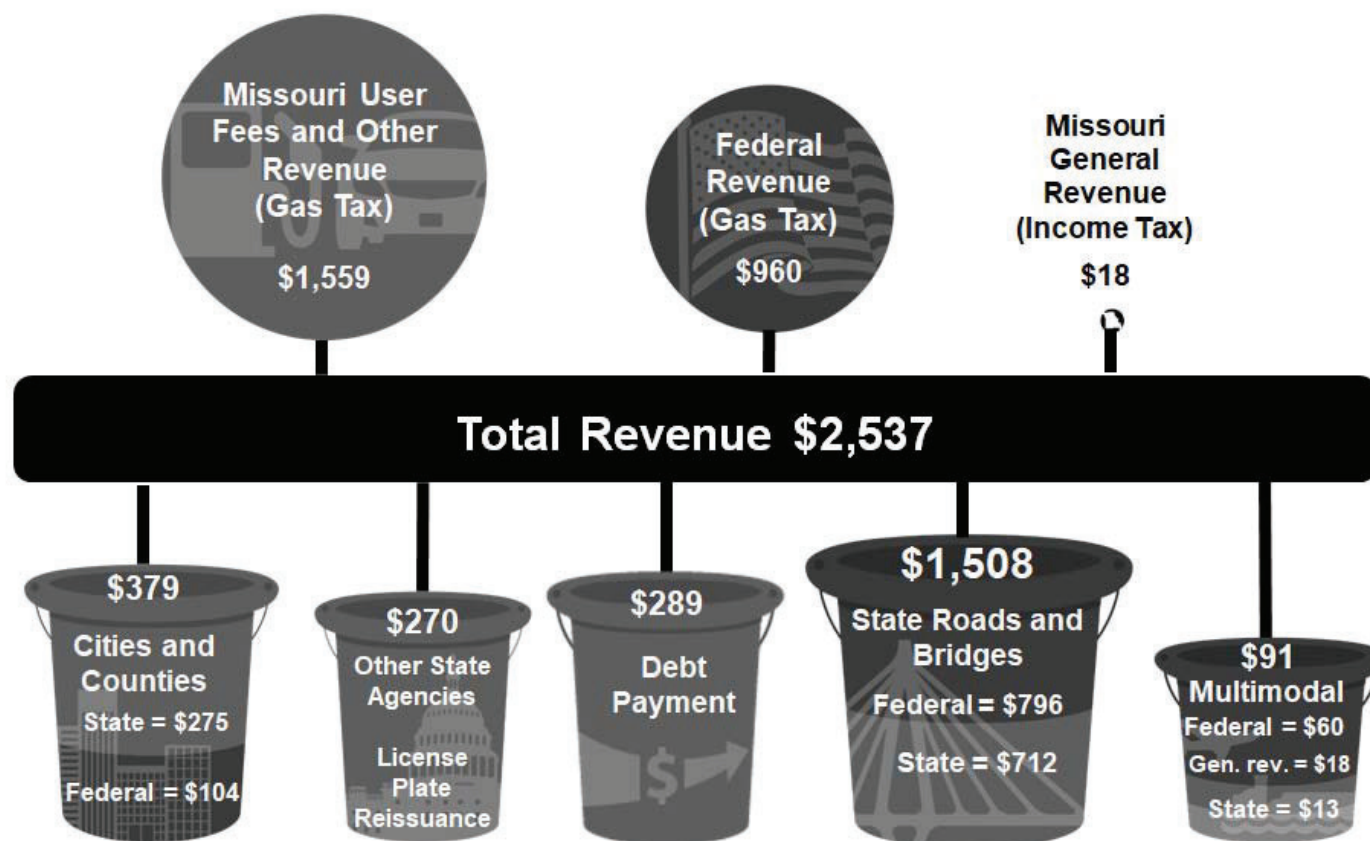


\*Does not include highway user revenues distributed to cities and counties.





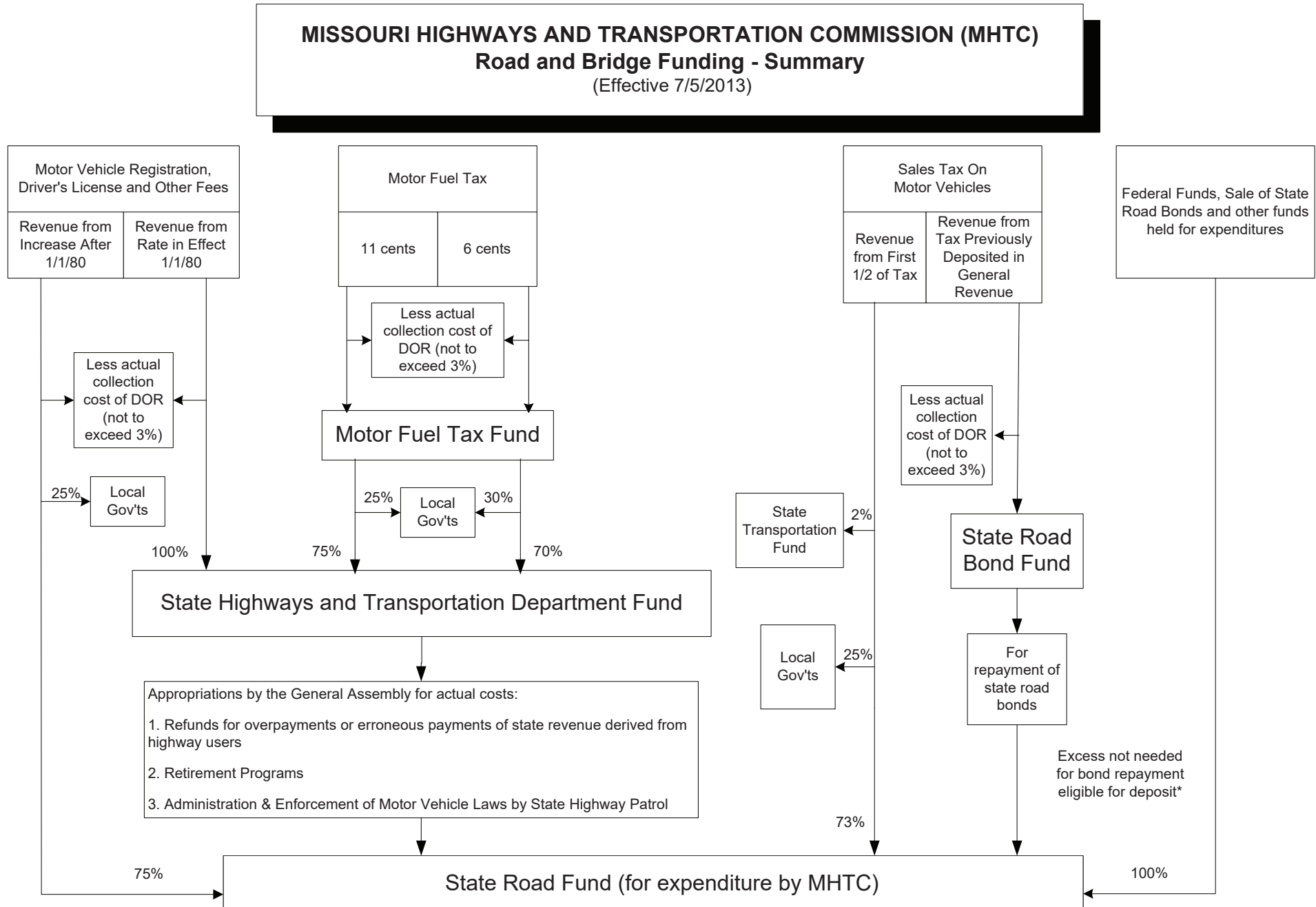
Figure 5: Missouri Transportation Funding for Fiscal Year 2019 (in millions)





**Figure 6: Missouri Highways and Transportation Commission Road and Bridge Funding Distribution**

\*Requires certification by the Commissioner of Administration and the Missouri Highways and Transportation Commission.





## MoDOT's Priorities and the Future of Transportation in Missouri

MoDOT has taken dramatic steps over the last several years to reduce costs and form a leaner, more efficient agency. We continue to work every day to improve the condition of our infrastructure and our organization. Our top priorities are:

- Safety – Keeping ourselves and our customers safe
- Service – Providing Outstanding Customer Service; Deliver Transportation Solutions of Great Value and Use Resources Wisely
- Stability – Keep Road and Bridges in Good Condition; Operate a Reliable and Convenient Transportation System and Advance Economic Development

These priorities are where the department will focus its attention and spend its limited funds. MoDOT has developed asset management plans for each district with the goal to maintain current pavement and bridge conditions. Without preventative maintenance, the cost of improving a road or bridge in poor condition can cost four to ten times more per project.

## Statewide Transportation Improvement Program (STIP)

MoDOT plans its highway and bridge construction schedule using a rolling five-year plan called the STIP. MoDOT works with the public, metropolitan planning organizations, regional planning commissions, modal partners and local officials to determine the highest priority projects. MoDOT is committed to involving the public, local officials, transportation stakeholders and other interested parties in the process of evaluating needs, selecting projects and defining the work to be done. MoDOT's planning framework emphasizes the value of local input. It has won awards and become a national model for transportation planning. Annually, the department prepares a financial forecast that is used to develop the STIP. The financial forecast for the 2021-2025 STIP was presented to the Commission on January 8, 2020.

To guide STIP investments, MoDOT has developed asset management plans for each district with the goal to maintain current pavement and bridge conditions. MoDOT's asset management plan is a strategic practice focused on using limited resources for the preservation of the state's transportation infrastructure. The asset management plans focus on preventive maintenance improvements to keep roads and bridges in good condition. From 2020 through 2022, MoDOT plans to invest in 3,041 lane miles of interstate pavements, 4,038 miles of major pavements, 7,956 miles of minor route pavements and 640 bridge improvements. MoDOT's asset management plan is reviewed annually and assumptions are adjusted as needed.



## Maintenance and Traffic Management

MoDOT's work does not end when a road is built. Maintenance and Traffic Management keep traffic flowing safely and efficiently. MoDOT provides snow removal, signing, striping, litter control and mowing services; intelligent transportation systems (ITS) maintenance, emergency operations, maintains roadsides and rest areas; and completes routine road and bridge repairs. The department monitors traffic trends and plans improvements. MoDOT has established a clear direction of practical innovative operations to determine ways to increase efficiency and save money. These areas include winter operations, signing, striping, mowing and pavement maintenance.

## Motor Carrier Services

MoDOT's Motor Carrier Services (MCS) operates a customer-focused e-business. Timeliness and safety are important to the commercial motor vehicle (CMV) industry and consumers. MCS strives to minimize the time carriers spend on credentialing by providing the functionality to manage their business at a single physical location (a one-stop shop) or from the carrier's place of business via web applications available 24 hours a day, 7 days a week. MCS strives to reduce CMV fatalities and disabling injuries through safety programs that provide education, early intervention and addressing unsafe carriers who refuse to comply with safety regulations. MCS partners with state, federal, national and international entities to meet public and carrier needs, facilitate efficient movement of freight and utilize data to promote economic development. MCS annually serves approximately 47,500 customers; issues more than 289,000 credentials or permits including approximately 152,000 oversize-overweight permits; conducts approximately 400 interstate and intrastate safety interventions; over 750 interstate new entrant safety audits; and about 1,400 commercial motor vehicle inspections.

## Highway Safety

Calendar year 2019 ended with a slight decrease in fatalities on Missouri roads. After ending 2017 with 932 fatalities and 2018 with 921 fatalities, the preliminary 2019 fatality number is 866. Preliminary data indicates that 64 percent of the drivers and passengers killed in 2019 were not wearing seat belts. In addition to the tragic loss of life and the impact to individual families, these fatalities result in an economic loss in Missouri totaling over \$9.3 billion based on information from the U.S. Department of Transportation. Through research, analysis of crash data and review of best practices, MoDOT's Highway Safety and Traffic Division develops programs that address high risk driver behaviors such as failure to use safety belts and child safety seats; impaired driving; speeding; and distracted driving, such as texting or talking on a cell phone while driving. MoDOT staff implements projects involving engineering, enforcement, education and emergency medical services that improve highway safety and reduce traffic fatalities and injuries.



## Major Program Initiatives

### I-435 South Loop Link

The MHTC selected a contractor in December 2017 to design and build improvements to Interstate 435 from Kansas state line to Interstate 49. Construction on the \$74.8 million project began in the summer of 2018 and will last through the spring of 2020. The I-435 corridor was originally constructed in 1966 as a six-lane freeway, and an additional lane was added in phases from 1983 to 1994. Improvements have been made over the past 20 years by both MoDOT and the Kansas Department of Transportation, but overall this corridor has been left virtually unchanged. This project will address congestion as well as the aging bridges. The project is expected to be completed in late spring of 2020.

### I-44 Rebuild Bridge Project

Construction began in the spring of 2019 on the I-44 Rebuild Bridge Project which will improve 19 bridges along the 30 mile tract of I-44 between Sarcoxie and Halltown. This project will replace 13 bridges and rehabilitate 6 bridges that are deteriorating as part of the original I-44 construction in the 1960s. The project is estimated to cost \$36.0 million and is expected to be completed in December 2021.

### I-270 North Project

The I-270 North Project, costing \$225 million, will address safety, congestion and system condition issues in the I-270 north corridor in St. Louis region from I-70 to the Chain of Rocks Bridge. A design-build team will be selected in November 2019 with construction beginning in 2020 and completion by December 2023.

### New I-70 Missouri River Bridge at Rocheport

This project will replace the existing four-lane I-70 Missouri River Bridge at Rocheport with a structure that will be initially configured to four lanes to match I-70, with future modifications to six lanes should an I-70 expansion be funded. The new bridge will be built just to the south of the current location. The existing bridge, which was built in 1960, will continue to be used during construction, meaning there will be very few impacts to traffic. The project will reconstruct the Route BB interchange just east of the bridge. A design-build team is expected to be selected late in 2020, with construction of the \$238 million project beginning in 2021 and lasting through late 2023 or early 2024.



## Multimodal Transportation

MoDOT works with cities, counties and regional authorities and providers to plan improvements for aviation, railroads, public transportation, freight development and waterway facilities in Missouri. MoDOT requested approximately \$165.1 million to fund multimodal services in fiscal year 2021.

### Aviation

Missouri has 121 public use airports, and 107 of them are eligible to receive federal and/or state funds through MoDOT. Missouri is one of ten block grant states in the country, so Federal Airport Improvement Program funds are issued from the Federal Aviation Administration to MoDOT. MoDOT then subgrants funds to airports. MoDOT also issues state Aviation Trust Fund grants to eligible airports. These federal and state grants can be used for projects such as airport planning, airfield pavement maintenance, lighting projects and obstruction removal. Commercial airlines at nine airports account for approximately 14.1 million boardings each year.

### Waterways

MoDOT provides technical and financial assistance to develop and operate 16 port authorities and one three-state port commission in Missouri. An annual appropriation from the legislature assists those ports with administrative and capital funds. In fiscal year 2019, the ports were able to use the state appropriations of \$1.5 million to leverage over \$10.2 million in private investment and directly employ 414 people. Missouri has 1,050 miles of navigable waterways on the Missouri and Mississippi rivers, and those waterways are used to transport multiple commodities such as raw materials, manufactured goods and agricultural and petroleum products. In calendar year 2018, total public port freight tonnage was 3.8 million tons. This is equivalent to 148,631 trucks on the state's highways. In addition to the ports, two publicly owned ferry services on the Mississippi River also receive federal and state funding through MoDOT. The two ferries in calendar year 2018 carried 49,935 passengers and 18,911 vehicles.

### Railroads

MoDOT administers the state's railroad program, which includes freight rail regulation, passenger rail, light rail safety regulation, highway/rail crossing safety, rail/highway construction and railroad safety inspection and outreach. An annual appropriation from the legislature supports Amtrak passenger rail service between St. Louis and Kansas City. The trains make two daily round trips between the cities with eight intermediate stops. Amtrak also provides national service on other routes in Missouri. In fiscal year 2019, Amtrak ridership was over 156,000 passengers. There are over 3,100 public at grade highway-rail crossings and 4,800 miles of mainline track in the state. Missouri is the fourth-most rail intensive state by tonnage carried and the ninth in total size. The rail system is also critical to the nation's passenger rail transportation and Missouri's passenger service between St. Louis and Kansas City.



## Public Transportation

MoDOT administers state and federal funds for 33 public transportation agencies and over 200 specialized transportation providers for the elderly and individuals with disabilities. Public transportation systems in Missouri provide more than 51 million one-way trips per year. MoDOT also administers the federally funded Rural Transportation Assistance Program (RTAP), providing training in defensive driving, passenger assistance and other essential skills to transit drivers.

## Freight Development

Missouri has an extensive and diverse transportation network, consisting of more than 1,350 miles of interstate highways, 4,800 miles of mainline rail track, 1,050 miles of navigable waterways and 36 airports with runways greater than 5,000 feet. Because of the investments made in our transportation infrastructure, in calendar year 2018 Missouri moved over 931 million tons of freight. Moving these products means more than 117,000 workers directly or indirectly employed by the freight transportation industry in the state. MoDOT directly supports the state's freight network by providing Freight Enhancement Program funds to non-highway projects that improve and maintain high priority freight assets and corridors that are critical to the movement of freight.



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### State Auditor's Reports, Oversight Evaluations and Missouri Sunset Act Reports

Program or Division Name	Type of Report	Date Issued	Website
Weigh In Motion Contracts	State Auditor's Office	April 2018	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=654">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=654</a>
State of Missouri Singe Audit Year Ended June 30, 2018	State Auditor's Office	March 2019	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=717">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=717</a>
State of Missouri Singe Audit Year Ended June 30, 2017	State Auditor's Office	March 2018	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=652">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=652</a>
State of Missouri Singe Audit Year Ended June 30, 2016	State Auditor's Office	March 2017	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=548">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=548</a>
Public Safety/Missouri State Highway Patrol's Use of Highway Funds/Year Ended June 30, 2019*	State Auditor's Office	December 2019	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=782">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=782</a>
Public Safety/Missouri State Highway Patrol's Use of Highway Funds/Year Ended June 30, 2018*	State Auditor's Office	January 2019	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=706">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=706</a>
Public Safety/Missouri State Highway Patrol's Use of Highway Funds/Year Ended June 30, 2017*	State Auditor's Office	December 2017	<a href="https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=646">https://app.auditor.mo.gov/AuditReports/CitzSummary.aspx?id=646</a>
External Financial Audit Fiscal Year 2019	BKD LLP	September 2019	<a href="https://www.modot.org/sites/default/files/documents/FY19%20MoDOT%20CAFR%20-%20FINAL%20w%20cover.pdf">https://www.modot.org/sites/default/files/documents/FY19%20MoDOT%20CAFR%20-%20FINAL%20w%20cover.pdf</a>
External Financial Audit Fiscal Year 2018	BKD LLP	September 2018	<a href="https://www.modot.org/sites/default/files/documents/MoDOT%20Final%20Rpt18%20CAFR.pdf">https://www.modot.org/sites/default/files/documents/MoDOT%20Final%20Rpt18%20CAFR.pdf</a>
External Financial Audit Fiscal Year 2017	RubinBrown LLP	September 2017	<a href="https://www.modot.org/sites/default/files/documents/FiscalYear2017CAFR%5B1%5D.pdf">https://www.modot.org/sites/default/files/documents/FiscalYear2017CAFR%5B1%5D.pdf</a>

\*Indicates a review of another state agency and or separate political subdivision(s) that is related to transportation. There were no Oversight Division evaluations or Sunset Act reports completed.



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**NEW DECISION ITEM**  
**RANK:** \_\_\_\_\_ **OF** \_\_\_\_\_

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Above & Beyond Performance Incentives DI# 0000017**

**Budget Unit:** \_\_\_\_\_  
**HB Section:** \_\_\_\_\_

**1. AMOUNT OF REQUEST**

	FY 2021 Budget Request			
	GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**FTE**                      **0.00**            **0.00**            **0.00**            **0.00**

<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds:

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
PS	\$0	\$1,645	\$637,447	\$639,092
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$1,645</b>	<b>\$637,447</b>	<b>\$639,092</b>

**FTE**                      **0.00**            **0.00**            **0.00**            **0.00**

<b>HB 4</b>	\$0	\$954	\$369,719	\$370,673
<b>HB 5</b>	\$0	\$127	\$49,211	\$49,338

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds:

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input checked="" type="checkbox"/> New Legislation	<input checked="" type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

The Governor's Fiscal Year 2021 budget includes appropriation authority for Above and Beyond performance incentives. The ability to provide a link between compensation, "above and beyond" performance, and accountability is a proven best practice for employee reward and recognition programs used in other state governments and the private sector. The Division of Personnel partnered with all executive branch departments and a consulting firm to develop a new, top quality evaluation process, with supporting training for all supervisors and tools, to enable department leadership to identify those team members who are delivering exceptional performance. The program is designed to incentivize these individuals to continue this high level of performance and others to raise their game. With the goal of retaining those identified as top performers and the anticipation that these top performers will continue to deliver exceptional results, the request is for funding to be appropriated which provides top performers with a temporary salary increase for the services to be performed over the next year.

**The Governor's Recommendation included funding for this item.**



## NEW DECISION ITEM

RANK: \_\_\_\_\_ OF \_\_\_\_\_

Department of Transportation	Budget Unit: _____
Division: Department Wide	
DI Name: Above & Beyond Performance Incentives DI# 0000017	HB Section: _____

**3. WHY IS THIS FUNDING NEEDED? (Continued)**

This request is essential to the state government's transformation of its approach to compensation and incentive practices to be in line with proven best practices in high performing organizations. Along with other rewards and recognition, such monetary incentives help sustain and motivate performance. Other state governments have adopted similar approaches to incentivize individuals to continue truly exceptional performance. Such approaches can incentivize not only continued excellent performance in current roles but also a commitment to continuous improvement and additional professional development.

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

The appropriated amount is based on departments providing performance incentives of 5% for the top 10% of employees with incentives capped at \$2,500 per employee. The appropriated amount will cover half of the anticipated cost of the performance incentives. Departments will cover the remaining half of the cost within their core budgets.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
100-Salaries and Wages	\$0	0.0	\$0	0.0	\$0	0.0	\$0	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>

Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
100-Salaries and Wages	\$0	0.0	\$1,645	0.0	\$637,447		\$639,092	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$1,645</b>	<b>0.0</b>	<b>\$637,447</b>	<b>0.0</b>	<b>\$639,092</b>	<b>0.0</b>	<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$1,645</b>	<b>0.0</b>	<b>\$637,447</b>	<b>0.0</b>	<b>\$639,092</b>	<b>0.0</b>	<b>\$0</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ABOVE AND BEYOND</b>								
<b>Above &amp; Beyond Perf Incentives - 0000017</b>								
OTHER	0	0.00	0	0.00	0	0.00	639,092	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>639,092</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$639,092</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$1,645	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$637,447	0.00



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**NEW DECISION ITEM**  
**RANK: 1 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005</b>	<b>HB Section: Multiple</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
GR	Federal	Other	Total	
PS	\$0	\$11,328	\$4,900,404	\$4,911,732
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$11,328</b>	<b>\$4,900,404</b>	<b>\$4,911,732</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$6,572	\$2,842,677	\$2,849,249
<b>HB 5</b>	\$0	\$875	\$378,311	\$379,186

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
GR	Federal	Other	Total	
PS	\$0	\$11,328	\$4,900,404	\$4,911,732
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$11,328</b>	<b>\$4,900,404</b>	<b>\$4,911,732</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$6,572	\$2,842,677	\$2,849,249
<b>HB 5</b>	\$0	\$875	\$378,311	\$379,186

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input checked="" type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested to be able to fund the MoDOT pay plan effective January 1, 2020 for a full year. The pay plan will provide a 1.1 percent cost of living adjustment (COLA), a two-step pay increase for employees on steps 1 through 8 as of December 31, 2019 and a one-step pay increase for employees on steps 9 through 17 as of December 31, 2019. The remaining 6 months were unfunded.

**The Governor's Recommendation is the same as the department's request.**



## NEW DECISION ITEM

RANK: 1 OF 19

<b>Department of Transportation</b>	<b>Budget Unit: <u>Multiple</u></b>
<b>Division: Department Wide</b>	
<b>DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005</b>	<b>HB Section: <u>Multiple</u></b>

The Department's request for the Cost to Continue the fiscal year 2020 MoDOT Pay Plan by fund is as follows:

Administration	\$358,908	State Road Fund
Construction	\$1,343,856	State Road Fund
Maintenance	\$2,944,422	State Road Fund
Highway Safety	\$5,880	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$220,362	State Road Fund
Multimodal Operations	\$5,448	Multimodal Operations Federal Fund
Multimodal Operations	\$9,798	State Road Fund
Multimodal Operations	\$10,824	Railroad Expense Fund
Multimodal Operations	\$2,550	State Transportation Fund
Multimodal Operations	\$9,684	Aviation Trust Fund
	<b><u>\$4,911,732</u></b>	

The Governor's Recommendation for the Cost to Continue the fiscal year 2020 Pay Plan by fund is as follows:

Administration	\$358,908	State Road Fund
Maintenance	\$2,944,422	State Road Fund
Highway Safety	\$5,880	Highway Safety Federal Fund
Construction	\$1,343,856	State Road Fund
Fleet, Facilities & Info Systems	\$220,362	State Road Fund
Multimodal Operations	\$5,448	Multimodal Operations Federal Fund
Multimodal Operations	\$9,798	State Road Fund
Multimodal Operations	\$10,824	Railroad Expense Fund
Multimodal Operations	\$2,550	State Transportation Fund
Multimodal Operations	\$9,684	Aviation Trust Fund
	<b><u>\$4,911,732</u></b>	



NEW DECISION ITEM  
RANK: 1 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005	HB Section: <u>Multiple</u>

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

The appropriated amount for the fiscal year 2020 MoDOT Pay Plan was 6 months of funding based on a 1.1 percent cost of living adjustment (COLA), a two-step pay increase for employees on steps 1 through 8 as of December 31, 2019 and a one-step pay increase for employees on steps 9 through 17 as of December 31, 2019. The remaining 6 months were unfunded.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$11,328	0.0	\$4,900,404	0.0	\$4,911,732	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$11,328</b>	<b>0.0</b>	<b>\$4,900,404</b>	<b>0.0</b>	<b>\$4,911,732</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$11,328</b>	<b>0.0</b>	<b>\$4,900,404</b>	<b>0.0</b>	<b>\$4,911,732</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 1 OF 19

Department of Transportation			Budget Unit: <u>Multiple</u>						
Division: Department Wide									
DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005			HB Section: <u>Multiple</u>						
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$11,328	0.0	\$4,900,404	0.0	\$4,911,732	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$11,328</b>	<b>0.0</b>	<b>\$4,900,404</b>	<b>0.0</b>	<b>\$4,911,732</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$11,328</b>	<b>0.0</b>	<b>\$4,900,404</b>	<b>0.0</b>	<b>\$4,911,732</b>	<b>0.0</b>	<b>\$0</b>



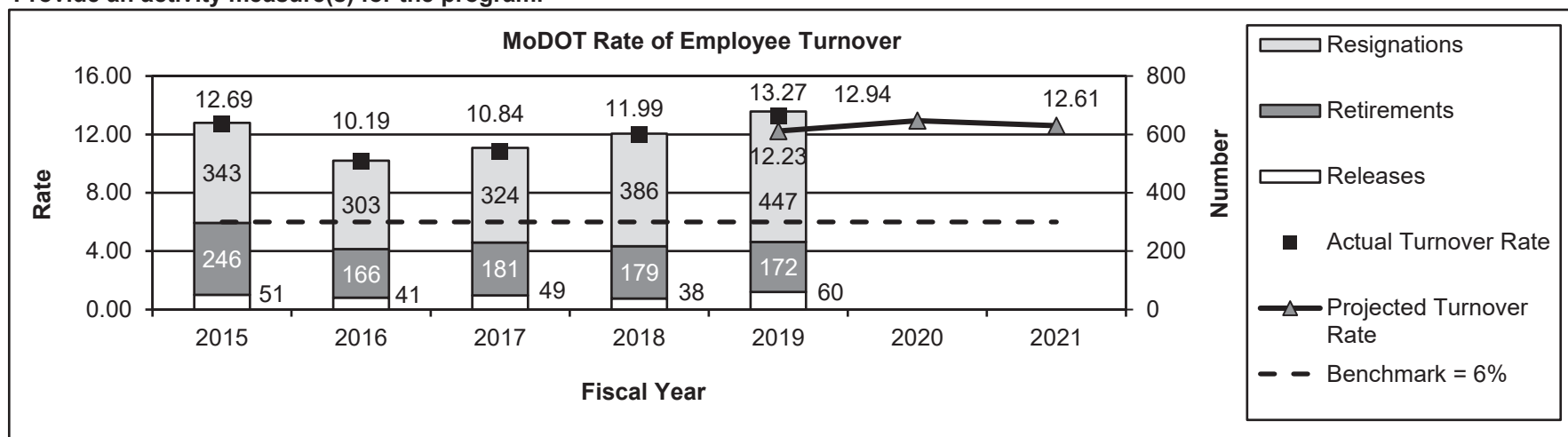
**NEW DECISION ITEM**  
**RANK: 1 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



The turnover rate shows the percentage of employees who left the department during each fiscal year. The benchmark data is from Price Waterhouse Cooper's Saratoga Institute's trends in workforce analytics report. The 2020 projection was established by projecting a 2.5 percent reduction in the 2019 actual rate of employee turnover. The 2021 projection was established by projecting a 5 percent reduction in the 2019 actual rate of employee turnover, assuming the department receives the additional funding requested in fiscal year 2021.

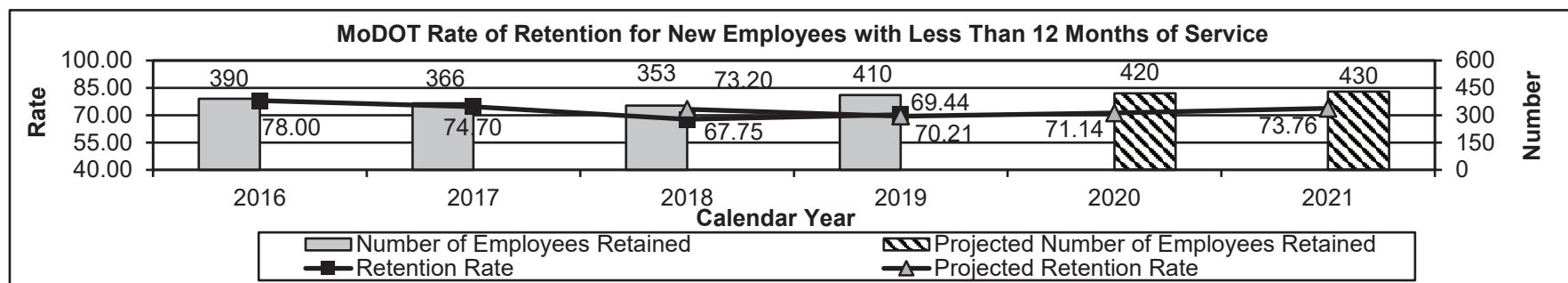


**NEW DECISION ITEM**  
**RANK: 1 OF 19**

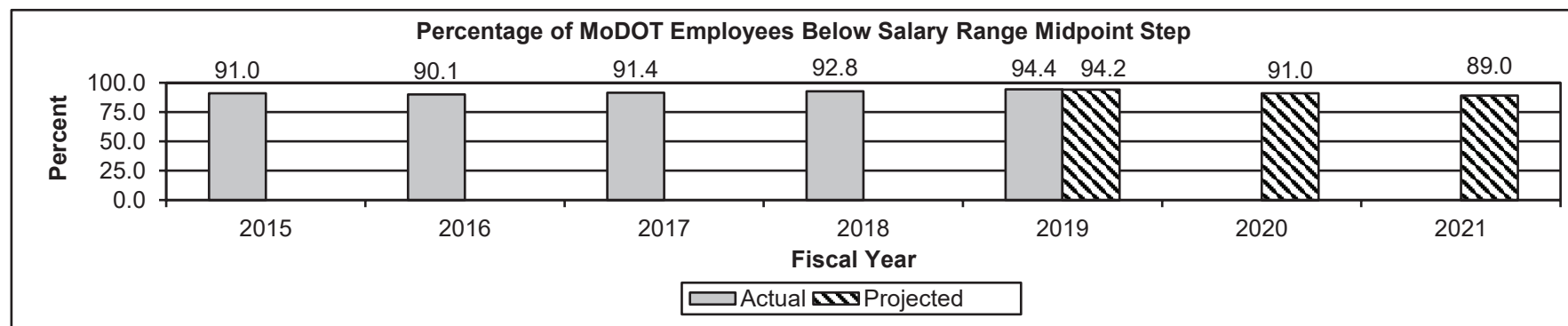
**Department of Transportation**  
**Division: Department Wide**  
**DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005**

**Budget Unit: Multiple**

**HB Section: Multiple**



The rate of retention for new employees is a percentage of MoDOT employees who remained employed with the department for 12 months divided by the total number of new employees hired within the same time period. For calendar year 2019, this was 410 of 584 first year employees. The calendar year 2020 projected retention rate is based on a 2.5 percent increase in the number of retained employees in calendar year 2019. The calendar year 2021 projected retention rate is based on a 5 percent increase in the number of retained employees in calendar year 2019, assuming the department receives the additional funding requested in fiscal year 2021.



Each salary grade on MoDOT's salary grid contains 18 steps. Step 10 of each salary grade is the step that most closely approximates the market midpoint of each salary range. The 2020 and 2021 projections are based on receiving the additional funding for pay increases in the department's request for those respective years. The department's goal is to reduce the percentage of MoDOT employees below their salary range midpoint step to 70 percent or less.



## NEW DECISION ITEM

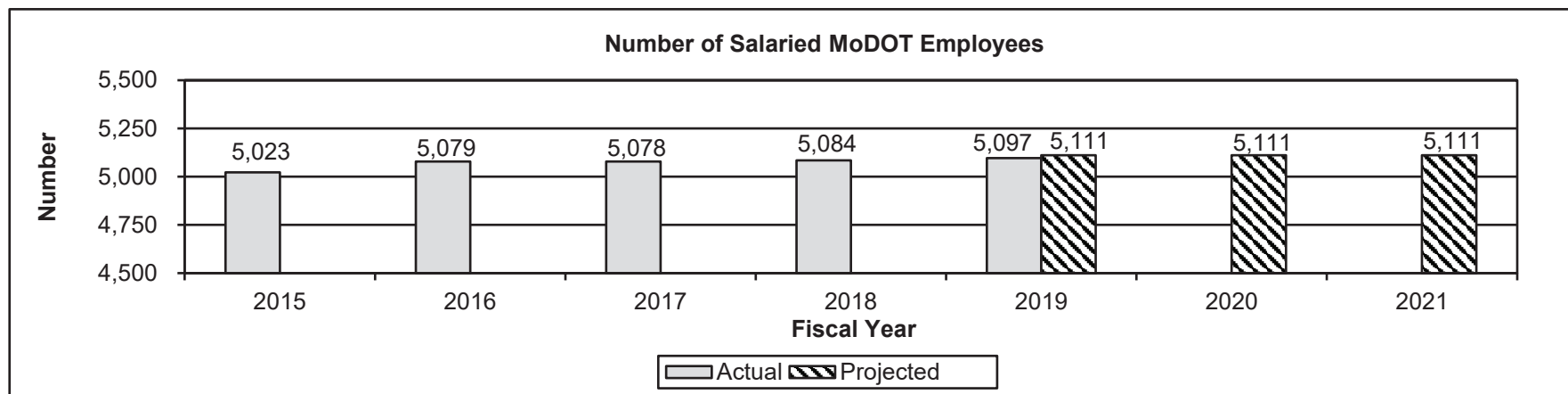
RANK: 1 OF 19

Department of Transportation

Budget Unit: Multiple

Division: Department Wide

DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005

HB Section: Multiple

This performance measure shows the number of salaried employees by fiscal year, not full-time equivalents (FTEs). FTE is the total number of hours worked or on paid leave divided by 2,080. The projections are based on the department's goal of salaried employees.

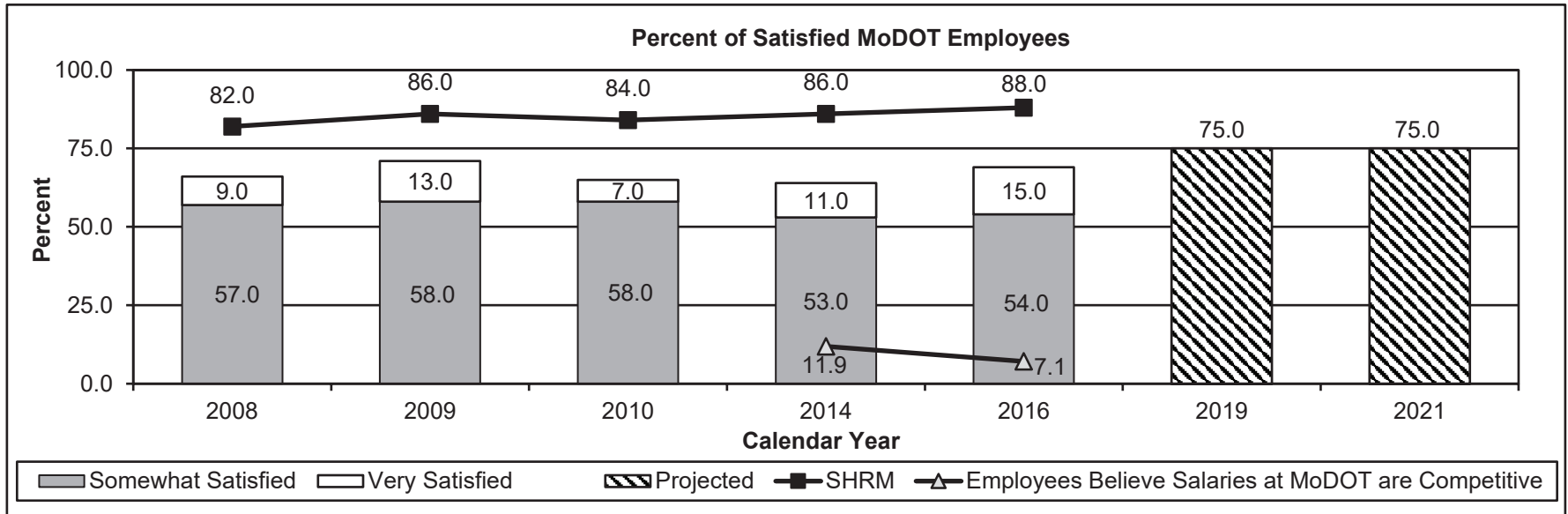


**NEW DECISION ITEM**  
**RANK: 1 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of satisfied employees from employee engagement surveys conducted by a third party vendor. Employees were asked to indicate their level of agreement with each question on a five-point scale with five meaning strongly agree and one meaning strongly disagree. Questions were grouped into the following eight subscales: my supervisor; diversity and inclusion; teamwork; communication; my job; engagement; fairness and respect; and leadership. Strongly agree and somewhat agree responses on a total of 18 questions were used to calculate the percent of satisfied employees at MoDOT. The 2019 and 2021 projections are based on targets set by the department. The benchmark data is from the annual job satisfaction survey of 55 Fortune 500 companies by the Society for Human Resources Management (SHRM). The employee engagement survey was not conducted in calendar years 2011, 2012, 2013, 2015, 2017 and 2018.

This chart also shows the percent of employees that strongly agreed or somewhat agreed that the salaries at MoDOT were competitive with similar jobs found elsewhere for calendar years 2014 and 2016. In the survey, employees were given an opportunity to provide any comments or suggestions to MoDOT. Of the 1,497 comments submitted by employees in the 2016 survey, 947, or 63.3 percent were related to concerns about pay.

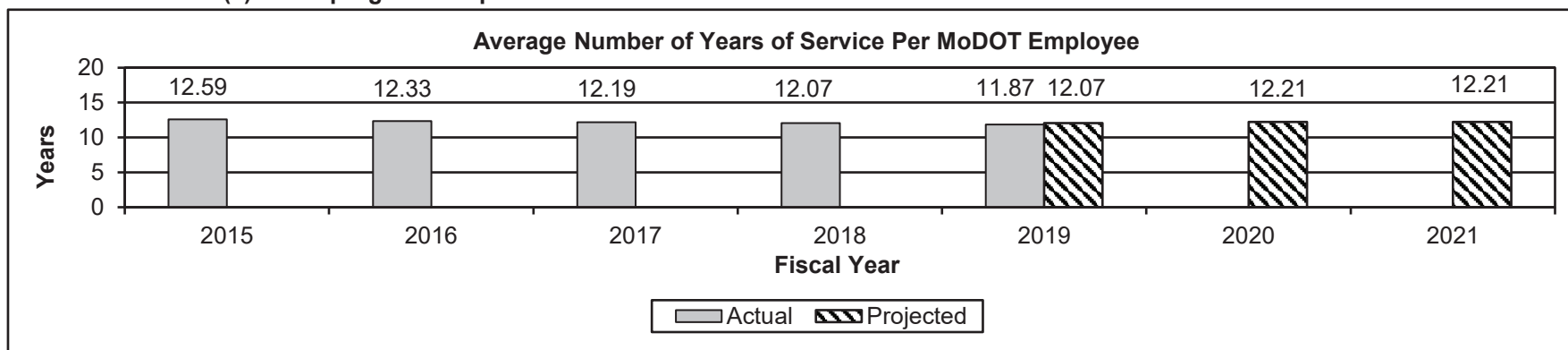


**NEW DECISION ITEM**  
**RANK: 1 OF 19**

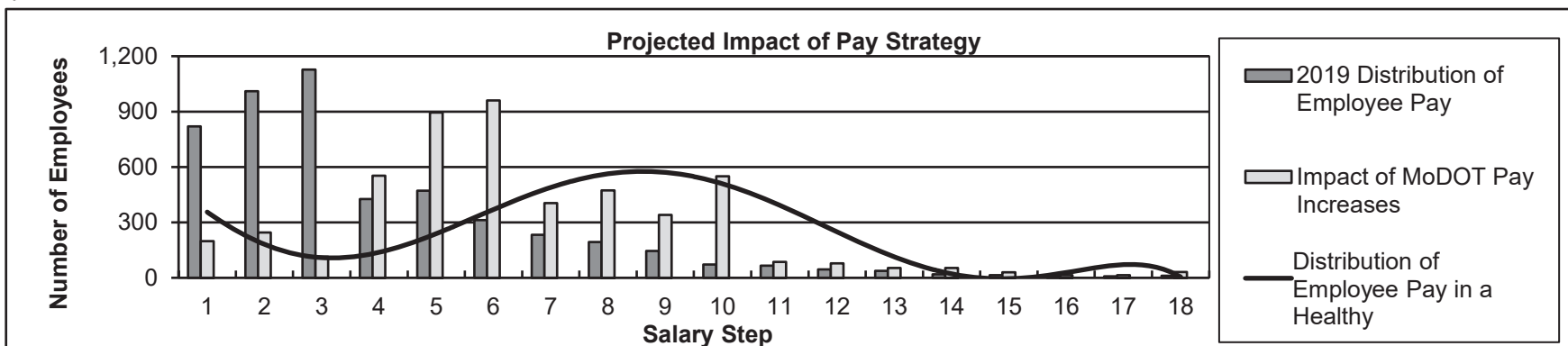
**Department of Transportation**  
**Division: Department Wide**  
**DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6c. Provide a measure(s) of the program's impact.**



The 2020 and 2021 projections are based on maintaining the current average number of years of service per MoDOT employee. MoDOT anticipates generational turnover to increase and is requesting increases in compensation to help maintain this average by retaining new employees for a longer period of time.



Each salary grade on MoDOT's salary grid contains 18 steps. This chart shows how MoDOT's distribution of employee pay currently looks and how it would look if the department was able to fully implement requested pay increases.

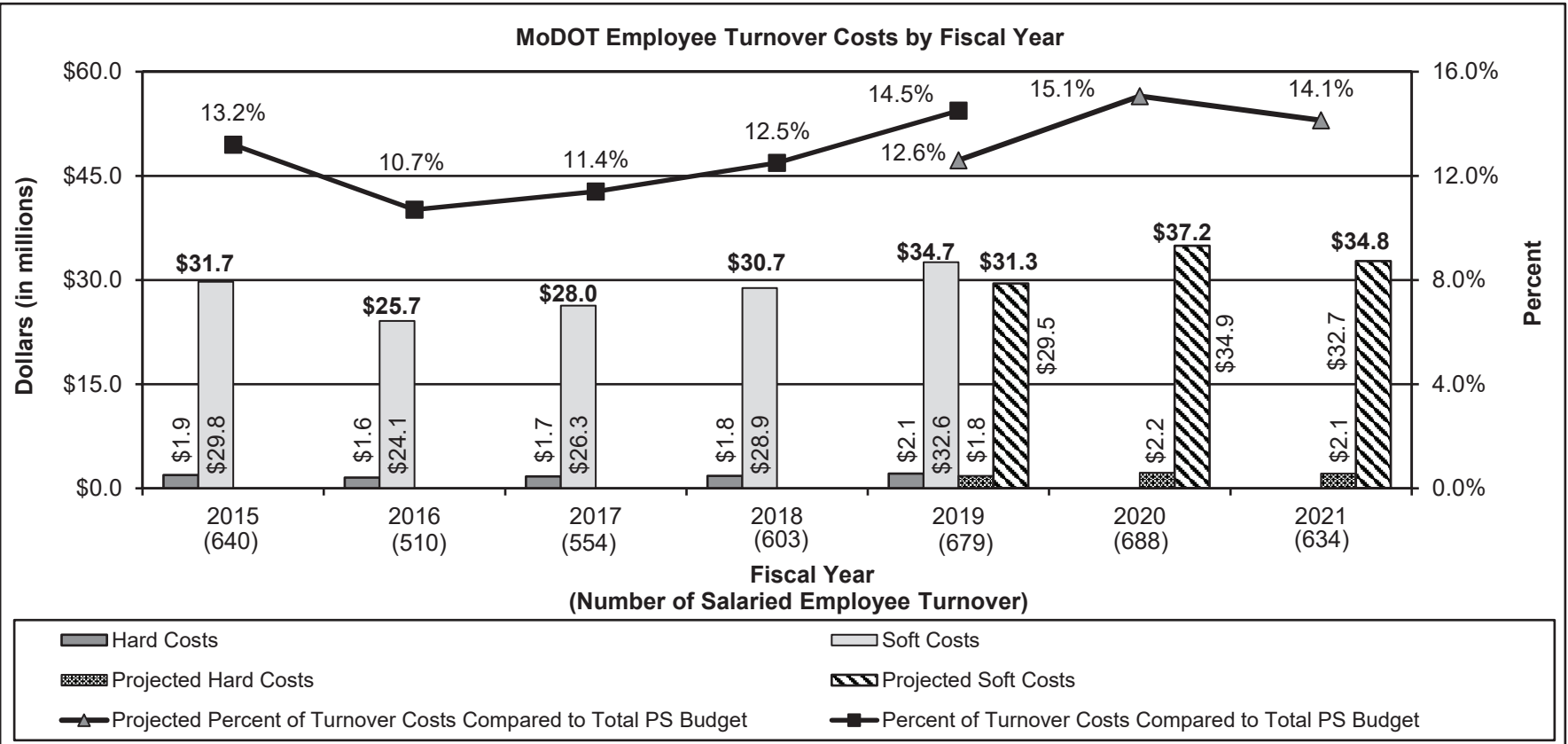


NEW DECISION ITEM  
RANK: 1 OF 19

Department of Transportation  
Division: Department Wide  
DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005

Budget Unit: Multiple

HB Section: Multiple



The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. This chart also shows the percentage of turnover costs compared to the total personal services (PS) budget by fiscal year. The projections are based on the department's rate of employee turnover projections for each year.



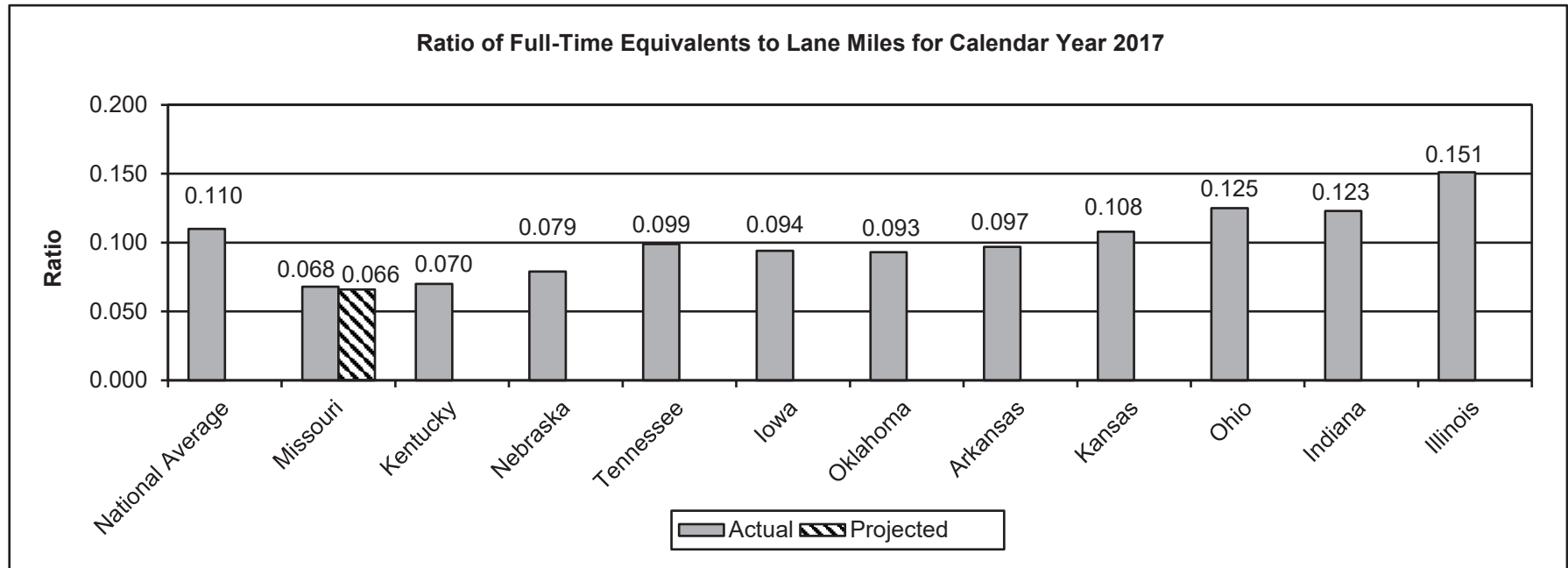
## NEW DECISION ITEM

RANK: 1 OF 19

Department of Transportation  
 Division: Department Wide  
 DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005

Budget Unit: Multiple  
 HB Section: Multiple

6d. Provide a measure(s) of the program's efficiency.



Full-time equivalent (FTE) is the total number of hours worked or on paid leave divided by 2,080. The ratio in this measure was calculated by dividing the FTEs in the Census Bureau - 2017 Annual Survey of Public Employees and Payroll, by the estimated number of lane miles in the 2017 FHWA report of State Highway Agency-Owned Public Roads (HM-81). A low ratio means MoDOT is efficiently maintaining roadways with limited resources. The projection is based on the department's goal for FTEs. Calendar year 2018 data was not available at the time of publication.



## NEW DECISION ITEM

RANK: 1 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: FY2020 Cost to Continue MoDOT Pay Plan DI# 1605005	HB Section: <u>Multiple</u>

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

The desired outcome from this pay increase would be higher employee morale and retention and a reduction in costs associated with employee turnover.

As of July 29, 2019, up to 14.6 percent of MoDOT employees could be eligible for federal SNAP (Supplemental Nutrition Assistance Program), based on a four person, single earner household. MoDOT has 744 employees that earn less than \$2,665 per month.

According to the MERIC database, 13.3 percent of MoDOT employees also work for a second employer (not including farm labor or other self-employment) as of December 31, 2018. In comparison, the percentage of multiple job holders in Missouri is approximately six percent.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	3,282	0.00	3,282	0.00
OFFICE ASSISTANT	0	0.00	0	0.00	540	0.00	540	0.00
SENIOR OFFICE ASSISTANT	0	0.00	0	0.00	3,096	0.00	3,096	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	13,182	0.00	13,182	0.00
FINANCIAL SERVICES TECHNICIAN	0	0.00	0	0.00	5,496	0.00	5,496	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	15,840	0.00	15,840	0.00
HUMAN RESOURCES TECHNICIAN	0	0.00	0	0.00	2,850	0.00	2,850	0.00
SENIOR HUMAN RESOURCES TECHNIC	0	0.00	0	0.00	4,740	0.00	4,740	0.00
RISK MANAGEMENT TECHNICIAN	0	0.00	0	0.00	1,356	0.00	1,356	0.00
SENIOR RISK MANAGEMENT TECHNIC	0	0.00	0	0.00	6,288	0.00	6,288	0.00
SENIOR MAINTENANCE TECHNICIAN	0	0.00	0	0.00	900	0.00	900	0.00
SR EXECUTIVE ASST TO THE DIREC	0	0.00	0	0.00	1,284	0.00	1,284	0.00
SENIOR EXECUTIVE ASSISTANT	0	0.00	0	0.00	1,914	0.00	1,914	0.00
LEGAL SECRETARY	0	0.00	0	0.00	678	0.00	678	0.00
SENIOR PRINTING TECHNICIAN	0	0.00	0	0.00	786	0.00	786	0.00
LEGAL ASSISTANT	0	0.00	0	0.00	714	0.00	714	0.00
SENIOR INVESTIGATOR	0	0.00	0	0.00	2,574	0.00	2,574	0.00
INVESTIGATOR	0	0.00	0	0.00	912	0.00	912	0.00
INTERMEDIATE INVESTIGATOR	0	0.00	0	0.00	1,032	0.00	1,032	0.00
SR EMPLOYEE DEVELOPMENT SPECIA	0	0.00	0	0.00	3,798	0.00	3,798	0.00
SR GOVT RELATIONS SPECIALIST	0	0.00	0	0.00	1,362	0.00	1,362	0.00
INT EMPLOYEE DEVELOPMENT SPECI	0	0.00	0	0.00	2,124	0.00	2,124	0.00
BUS SYST SUPP SPECIALIST	0	0.00	0	0.00	1,266	0.00	1,266	0.00
ASST COMMUNICATIONS DIRECTOR	0	0.00	0	0.00	1,998	0.00	1,998	0.00
SPECIAL PROJECTS COORD	0	0.00	0	0.00	4,638	0.00	4,638	0.00
FINANCIAL SERVICES ADMINISTRAT	0	0.00	0	0.00	4,860	0.00	4,860	0.00
DISTRICT SFTY & HLTH MGR	0	0.00	0	0.00	9,948	0.00	9,948	0.00
COMMUNITY LIAISON	0	0.00	0	0.00	1,230	0.00	1,230	0.00
SR ORGANIZATIONAL PERF ANALYST	0	0.00	0	0.00	2,574	0.00	2,574	0.00
ORGANIZATIONAL PERFORMANCE ANA	0	0.00	0	0.00	912	0.00	912	0.00
SR BENEFITS SPECIALIST	0	0.00	0	0.00	2,532	0.00	2,532	0.00
GOVERNMENTAL RELATIONS SPECIAL	0	0.00	0	0.00	912	0.00	912	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SENIOR PARALEGAL	0	0.00	0	0.00	2,616	0.00	2,616	0.00
TRANSPORTATION PLANNING SPECIA	0	0.00	0	0.00	1,380	0.00	1,380	0.00
PARALEGAL	0	0.00	0	0.00	1,824	0.00	1,824	0.00
LEGAL OFFICE MANAGER	0	0.00	0	0.00	1,266	0.00	1,266	0.00
BUSINESS SYST SUPPORT MANAGER	0	0.00	0	0.00	1,380	0.00	1,380	0.00
DATA REPORT ANALYST	0	0.00	0	0.00	912	0.00	912	0.00
SENIOR DATA REPORT ANALYST	0	0.00	0	0.00	888	0.00	888	0.00
EMPLOYEE BENEFITS MANAGER	0	0.00	0	0.00	1,416	0.00	1,416	0.00
FINANCIAL SERVICES COORDINATOR	0	0.00	0	0.00	4,176	0.00	4,176	0.00
SAFETY AND CLAIMS MANAGER	0	0.00	0	0.00	1,416	0.00	1,416	0.00
AUDITS & INVESTIGATIONS ADMNST	0	0.00	0	0.00	1,632	0.00	1,632	0.00
DIVERSITY & INCLUSION SPECIALI	0	0.00	0	0.00	1,824	0.00	1,824	0.00
SR DIVERSITY & INCLUSION SPEC	0	0.00	0	0.00	2,550	0.00	2,550	0.00
RISK MANAGEMENT SPECIALIST	0	0.00	0	0.00	1,824	0.00	1,824	0.00
AUDIT MANAGER	0	0.00	0	0.00	2,832	0.00	2,832	0.00
ASST TO THE DIST ENGINEER	0	0.00	0	0.00	5,922	0.00	5,922	0.00
EMPLOYEE DEVELOPMENT MANAGER	0	0.00	0	0.00	1,380	0.00	1,380	0.00
COMMUNICATIONS MANAGER	0	0.00	0	0.00	10,212	0.00	10,212	0.00
INTERMEDIATE SAFETY OFFICER	0	0.00	0	0.00	2,886	0.00	2,886	0.00
SENIOR SAFETY OFFICER	0	0.00	0	0.00	5,118	0.00	5,118	0.00
INT COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	3,096	0.00	3,096	0.00
SAFETY OFFICER	0	0.00	0	0.00	4,554	0.00	4,554	0.00
INT HUMAN RESOURCES SPECLST	0	0.00	0	0.00	3,126	0.00	3,126	0.00
SR COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	18,288	0.00	18,288	0.00
INTERM FINANCIAL SERV SPECIALI	0	0.00	0	0.00	5,394	0.00	5,394	0.00
ASST FINANCIAL SERVCS DIRECTOR	0	0.00	0	0.00	2,034	0.00	2,034	0.00
SENIOR AUDITOR	0	0.00	0	0.00	12,420	0.00	12,420	0.00
FINANCIAL SERVICES SPECIALIST	0	0.00	0	0.00	7,386	0.00	7,386	0.00
EMPLOYMENT MANAGER	0	0.00	0	0.00	1,500	0.00	1,500	0.00
SUPPORT SERVICES MANAGER	0	0.00	0	0.00	8,754	0.00	8,754	0.00
CLAIMS ADMINISTRATION MGR	0	0.00	0	0.00	1,452	0.00	1,452	0.00
INT GOVERNMENTAL RELATIONS SPE	0	0.00	0	0.00	1,032	0.00	1,032	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SR RISK MGMT SPECIALIST	0	0.00	0	0.00	3,474	0.00	3,474	0.00
ASST HUMAN RESOURCE DIRECTOR	0	0.00	0	0.00	1,926	0.00	1,926	0.00
FINANCIAL SERVICES MANAGER	0	0.00	0	0.00	2,796	0.00	2,796	0.00
SR FINANCIAL SERVICES SPECIALI	0	0.00	0	0.00	26,478	0.00	26,478	0.00
COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	5,562	0.00	5,562	0.00
AUDITOR	0	0.00	0	0.00	1,974	0.00	1,974	0.00
HUMAN RESOURCES SPECIALIST	0	0.00	0	0.00	4,632	0.00	4,632	0.00
SR HR SPECIALIST	0	0.00	0	0.00	22,074	0.00	22,074	0.00
INTER RISK MGT SPECIALIST	0	0.00	0	0.00	1,032	0.00	1,032	0.00
HUMAN RESOURCES MANAGER	0	0.00	0	0.00	9,948	0.00	9,948	0.00
TRANSP PLANNING COORDINATOR	0	0.00	0	0.00	996	0.00	996	0.00
ASSISTANT DISTRICT ENGINEER	0	0.00	0	0.00	17,574	0.00	17,574	0.00
SENIOR ADMINISTRATIVE COUNSEL	0	0.00	0	0.00	3,978	0.00	3,978	0.00
DEPUTY DIRECTOR/CHIEF ENGINEER	0	0.00	0	0.00	786	0.00	786	0.00
CHIEF ADMINISTRATIVE OFFICER	0	0.00	0	0.00	720	0.00	720	0.00
ASST CHIEF COUNSEL-HUMAN RSRCS	0	0.00	0	0.00	1,884	0.00	1,884	0.00
DISTRICT ENGINEER	0	0.00	0	0.00	4,164	0.00	4,164	0.00
HUMAN RESOURCES DIRECTOR	0	0.00	0	0.00	612	0.00	612	0.00
AUDITS & INVESTIGATIONS DIR	0	0.00	0	0.00	564	0.00	564	0.00
GOVERNMENTAL RELATIONS DIRECTO	0	0.00	0	0.00	528	0.00	528	0.00
COMMUNICATIONS DIRECTOR	0	0.00	0	0.00	552	0.00	552	0.00
CHIEF FINANCIAL OFFICER	0	0.00	0	0.00	720	0.00	720	0.00
DIR, DEPT OF TRANSPORTATION	0	0.00	0	0.00	984	0.00	984	0.00
ASST CHIEF COUNSEL-RISK MNGMNT	0	0.00	0	0.00	1,884	0.00	1,884	0.00
SENIOR ASSISTANT COUNSEL	0	0.00	0	0.00	3,318	0.00	3,318	0.00
EQUAL OP & DIVERSITY DIRECTOR	0	0.00	0	0.00	528	0.00	528	0.00
FINANCIAL SERVICES DIRECTOR	0	0.00	0	0.00	588	0.00	588	0.00
ASST CHIEF COUNSEL-PROJ DEVEL	0	0.00	0	0.00	1,170	0.00	1,170	0.00
ASSISTANT COUNSEL	0	0.00	0	0.00	5,040	0.00	5,040	0.00
ASST CHIEF COUNSEL - ADMIN	0	0.00	0	0.00	1,884	0.00	1,884	0.00
CHIEF COUNSEL	0	0.00	0	0.00	720	0.00	720	0.00



**DECISION ITEM DETAIL**

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Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SECRETARY TO THE COMMISSION	0	0.00	0	0.00	1,710	0.00	1,710	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>358,908</b>	<b>0.00</b>	<b>358,908</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$358,908</b>	<b>0.00</b>	<b>\$358,908</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$358,908</b>	<b>0.00</b>	<b>\$358,908</b>	<b>0.00</b>



## DECISION ITEM DETAIL

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Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
RIGHT OF WAY TECHNICIAN	0	0.00	0	0.00	714	0.00	714	0.00
INCIDENT MANAGEMENT COORDINATR	0	0.00	0	0.00	2,832	0.00	2,832	0.00
ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	942	0.00	942	0.00
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	5,400	0.00	5,400	0.00
SENIOR OFFICE ASSISTANT	0	0.00	0	0.00	3,120	0.00	3,120	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	7,764	0.00	7,764	0.00
INTERMEDIATE PLANNING TECHNICI	0	0.00	0	0.00	762	0.00	762	0.00
SENIOR PLANNING TECHNICIAN	0	0.00	0	0.00	6,054	0.00	6,054	0.00
SUPPLY OFFICE ASSISTANT	0	0.00	0	0.00	594	0.00	594	0.00
SENIOR RIGHT OF WAY TECHNICIAN	0	0.00	0	0.00	246	0.00	246	0.00
SENIOR MAINTENANCE TECHNICIAN	0	0.00	0	0.00	900	0.00	900	0.00
MATERIALS TESTING SUPERVISOR	0	0.00	0	0.00	3,360	0.00	3,360	0.00
MATERIALS TESTING SPECIALIST	0	0.00	0	0.00	2,940	0.00	2,940	0.00
TRAFFIC SYSTEMS SUPERVISOR	0	0.00	0	0.00	1,032	0.00	1,032	0.00
DIV ADMIN SUPPORT SUPERVISOR	0	0.00	0	0.00	708	0.00	708	0.00
CONST PROJECT OFFICE ASSISTANT	0	0.00	0	0.00	13,518	0.00	13,518	0.00
LEGAL SECRETARY	0	0.00	0	0.00	678	0.00	678	0.00
MOTORIST ASSISTANCE OPER SUPER	0	0.00	0	0.00	2,238	0.00	2,238	0.00
SENIOR CORE DRILL ASSISTANT	0	0.00	0	0.00	828	0.00	828	0.00
CORE DRILL ASSISTANT	0	0.00	0	0.00	1,944	0.00	1,944	0.00
CORE DRILL OPERATOR	0	0.00	0	0.00	1,962	0.00	1,962	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	828	0.00	828	0.00
CORE DRILL SUPERINTENDENT	0	0.00	0	0.00	1,302	0.00	1,302	0.00
INTER CORE DRILL ASSISTANT	0	0.00	0	0.00	1,428	0.00	1,428	0.00
CORE DRILL SUPERVISOR	0	0.00	0	0.00	1,104	0.00	1,104	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	26,706	0.00	26,706	0.00
MOTOR ASSISTANCE SHIFT SUPV	0	0.00	0	0.00	5,580	0.00	5,580	0.00
SENIOR MATERIALS TECHNICIAN	0	0.00	0	0.00	7,956	0.00	7,956	0.00
CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	9,054	0.00	9,054	0.00
SR CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	39,036	0.00	39,036	0.00
DESIGN TECHNICIAN	0	0.00	0	0.00	714	0.00	714	0.00
INTERMEDIATE DESIGN TECHNICN	0	0.00	0	0.00	1,590	0.00	1,590	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
ASSISTANT SURVEY TECHNICIAN	0	0.00	0	0.00	1,128	0.00	1,128	0.00
INTER CONSTRUCTION TECH	0	0.00	0	0.00	21,432	0.00	21,432	0.00
ASSISTANT DESIGN TECHNICIAN	0	0.00	0	0.00	594	0.00	594	0.00
SENIOR DESIGN TECHNICIAN	0	0.00	0	0.00	15,882	0.00	15,882	0.00
MATERIALS TECHNICIAN	0	0.00	0	0.00	2,112	0.00	2,112	0.00
INTER MATERIALS TECH	0	0.00	0	0.00	8,136	0.00	8,136	0.00
SR TR SIGNAL AND LIGHTING TECH	0	0.00	0	0.00	1,128	0.00	1,128	0.00
SURVEY TECHNICIAN	0	0.00	0	0.00	4,794	0.00	4,794	0.00
INTERMEDIATE SURVEY TECHNICIAN	0	0.00	0	0.00	762	0.00	762	0.00
SENIOR SURVEY TECHNICIAN	0	0.00	0	0.00	9,648	0.00	9,648	0.00
LAND SURVEYOR IN TRAINING	0	0.00	0	0.00	4,872	0.00	4,872	0.00
LAND SURVEY COORDINATOR	0	0.00	0	0.00	1,440	0.00	1,440	0.00
DISTRICT LAND SURVEY MANAGER	0	0.00	0	0.00	5,676	0.00	5,676	0.00
SENIOR FIELD ACQUISITION TECHN	0	0.00	0	0.00	4,488	0.00	4,488	0.00
LEAD FIELD ACQUISITION TECH	0	0.00	0	0.00	2,094	0.00	2,094	0.00
FIELD ACQUISITION TECHNICIAN	0	0.00	0	0.00	1,380	0.00	1,380	0.00
LAND SURVEY SUPERVISOR	0	0.00	0	0.00	3,432	0.00	3,432	0.00
LAND SURVEYOR	0	0.00	0	0.00	18,390	0.00	18,390	0.00
SENIOR CADD SUPPORT SPECIALIST	0	0.00	0	0.00	1,308	0.00	1,308	0.00
SENIOR CARTOGRAPHER	0	0.00	0	0.00	978	0.00	978	0.00
FABRICATION TECHNICIAN	0	0.00	0	0.00	1,104	0.00	1,104	0.00
STRUCTURAL ANALYST	0	0.00	0	0.00	2,358	0.00	2,358	0.00
SENIOR STRUCTURAL TECHNICIAN	0	0.00	0	0.00	5,358	0.00	5,358	0.00
CONSTRUCTION CONTRACT ADMINIST	0	0.00	0	0.00	972	0.00	972	0.00
DIST FINAL PLANS & REP PROC	0	0.00	0	0.00	6,912	0.00	6,912	0.00
FINAL PLANS REVIEWER	0	0.00	0	0.00	756	0.00	756	0.00
FLD ACQUISITION COORDINATOR	0	0.00	0	0.00	834	0.00	834	0.00
STRUCTURAL SPECIALIST	0	0.00	0	0.00	6,048	0.00	6,048	0.00
SR FABRICATION TECHNICIAN	0	0.00	0	0.00	2,742	0.00	2,742	0.00
STRUCTURAL TECHNICIAN	0	0.00	0	0.00	2,580	0.00	2,580	0.00
BRIDGE INVENTORY ANALYST	0	0.00	0	0.00	1,776	0.00	1,776	0.00
MARKET ANALYSIS COORDINATOR	0	0.00	0	0.00	1,440	0.00	1,440	0.00



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Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
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Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	2,064	0.00	2,064	0.00
CIVIL RIGHTS SPECIALIST	0	0.00	0	0.00	1,824	0.00	1,824	0.00
INT CIVIL RIGHTS SPECIALIST	0	0.00	0	0.00	3,096	0.00	3,096	0.00
SR CIVIL RIGHTS SPECIALIST	0	0.00	0	0.00	2,550	0.00	2,550	0.00
SR ENVIRNMENTAL SPECIALIST	0	0.00	0	0.00	3,420	0.00	3,420	0.00
HISTORIC PRESERVATION SPECIALI	0	0.00	0	0.00	1,890	0.00	1,890	0.00
INTERMEDIATE CHEMIST	0	0.00	0	0.00	1,032	0.00	1,032	0.00
INTRM HISTORIC PRESERVATION SP	0	0.00	0	0.00	2,064	0.00	2,064	0.00
SENIOR GIS SPECIALIST	0	0.00	0	0.00	5,106	0.00	5,106	0.00
SR HISTORIC PRESERVATION SPECI	0	0.00	0	0.00	6,090	0.00	6,090	0.00
SENIOR PARALEGAL	0	0.00	0	0.00	3,822	0.00	3,822	0.00
TRANSPORTATION PLANNING SPECIA	0	0.00	0	0.00	9,654	0.00	9,654	0.00
PARALEGAL	0	0.00	0	0.00	912	0.00	912	0.00
INTERMEDIATE PARALEGAL	0	0.00	0	0.00	2,064	0.00	2,064	0.00
WETLAND COORDINATOR	0	0.00	0	0.00	1,530	0.00	1,530	0.00
SENIOR CHEMIST	0	0.00	0	0.00	5,178	0.00	5,178	0.00
CONSTR MANGMNT SYSTEMS ADMINIS	0	0.00	0	0.00	1,590	0.00	1,590	0.00
TRANSP MGT SYS ADMINISTRATOR	0	0.00	0	0.00	6,000	0.00	6,000	0.00
DESIGN MGT SYSTEMS ADMINISTRAT	0	0.00	0	0.00	1,632	0.00	1,632	0.00
EXTERNAL CIVIL RIGHTS MANAGER	0	0.00	0	0.00	1,416	0.00	1,416	0.00
SR HISTORIC PRESERV SPEC-NSS	0	0.00	0	0.00	1,362	0.00	1,362	0.00
ENVIRONMENTAL SPECIALIST-SS	0	0.00	0	0.00	912	0.00	912	0.00
INT ENVIRONMENTAL SPEC-SS	0	0.00	0	0.00	4,158	0.00	4,158	0.00
SR ENVIRNMENTAL SPEC-SS	0	0.00	0	0.00	5,214	0.00	5,214	0.00
STORMWATER COMPLIANCE COORDINA	0	0.00	0	0.00	1,500	0.00	1,500	0.00
INT HISTORIC PRESERV SPEC-NSS	0	0.00	0	0.00	1,032	0.00	1,032	0.00
HISTORIC PRESERVATION SPEC-NSS	0	0.00	0	0.00	912	0.00	912	0.00
ASST TO STATE DESIGN ENGR - RW	0	0.00	0	0.00	1,926	0.00	1,926	0.00
ASST TRANSP PLANNING DIRECTOR	0	0.00	0	0.00	2,034	0.00	2,034	0.00
POLICY/INNOVATION PROGRAM MGR.	0	0.00	0	0.00	1,620	0.00	1,620	0.00
GIS SPECIALIST	0	0.00	0	0.00	2,802	0.00	2,802	0.00
INT GIS SPECIALIST	0	0.00	0	0.00	1,032	0.00	1,032	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
ENVIRONMENTAL CHEMIST	0	0.00	0	0.00	6,036	0.00	6,036	0.00
INTER R/W SPECIALIST	0	0.00	0	0.00	4,224	0.00	4,224	0.00
ENVIRONMENTAL COMPLNC MANAGER	0	0.00	0	0.00	1,440	0.00	1,440	0.00
SR R/W SPECIALIST	0	0.00	0	0.00	19,488	0.00	19,488	0.00
RIGHT OF WAY SPECIALIST	0	0.00	0	0.00	6,258	0.00	6,258	0.00
CHEMICAL LABORATORY DIRECTOR	0	0.00	0	0.00	1,710	0.00	1,710	0.00
ASST RIGHT OF WAY MNGR-CERTIFI	0	0.00	0	0.00	1,590	0.00	1,590	0.00
RIGHT OF WAY MANAGER	0	0.00	0	0.00	11,142	0.00	11,142	0.00
RIGHT OF WAY LIAISON	0	0.00	0	0.00	3,342	0.00	3,342	0.00
CERTIFIED APPRAISER	0	0.00	0	0.00	12,060	0.00	12,060	0.00
DESIGN LIAISON ENGINEER	0	0.00	0	0.00	6,900	0.00	6,900	0.00
ESTIMATE AND REVIEW ENGINEER	0	0.00	0	0.00	1,668	0.00	1,668	0.00
RESEARCH ENGINEER	0	0.00	0	0.00	1,590	0.00	1,590	0.00
TRAFFIC CENTER MANAGER	0	0.00	0	0.00	1,998	0.00	1,998	0.00
DESIGN SUPPORT ENGINEER	0	0.00	0	0.00	1,062	0.00	1,062	0.00
INTERMED GEOTECHNICAL SPECIA	0	0.00	0	0.00	1,248	0.00	1,248	0.00
CONST & MATERIALS LIAISON ENGR	0	0.00	0	0.00	4,764	0.00	4,764	0.00
NON-MOTORIZED TRANSP ENGINEER	0	0.00	0	0.00	1,194	0.00	1,194	0.00
STRCTURAL PRELIM & REVIEW ENGR	0	0.00	0	0.00	1,926	0.00	1,926	0.00
SENIOR PROJECT REVIEWER	0	0.00	0	0.00	1,290	0.00	1,290	0.00
PROJECT REVIEWER	0	0.00	0	0.00	972	0.00	972	0.00
SENIOR ESTIMATOR	0	0.00	0	0.00	2,916	0.00	2,916	0.00
STANDARDS SPECIALIST	0	0.00	0	0.00	3,816	0.00	3,816	0.00
POLICY & INNOVATIONS ENGINEER	0	0.00	0	0.00	1,758	0.00	1,758	0.00
ASST STATE DESIGN ENGR - LPA	0	0.00	0	0.00	2,034	0.00	2,034	0.00
SR STRUCTURAL ENGINEER	0	0.00	0	0.00	7,482	0.00	7,482	0.00
AST DISTRICT CONSTR & MATER EN	0	0.00	0	0.00	10,458	0.00	10,458	0.00
DISTRICT CONST & MATERIALS ENG	0	0.00	0	0.00	14,766	0.00	14,766	0.00
ASSISTANT TO THE RESIDENT ENGI	0	0.00	0	0.00	20,340	0.00	20,340	0.00
COMPUTER AIDED DRFT SUPPRT ENG	0	0.00	0	0.00	1,062	0.00	1,062	0.00
RESEARCH ADMIN ENGINEER	0	0.00	0	0.00	2,034	0.00	2,034	0.00
BRIDGE RATING & INVENT ENGR	0	0.00	0	0.00	1,854	0.00	1,854	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
STRUCTURAL HYDRAULICS ENGINEER	0	0.00	0	0.00	1,878	0.00	1,878	0.00
TRANSPORTATION PROJECT MGR	0	0.00	0	0.00	49,944	0.00	49,944	0.00
PAVEMENT ENGINEER	0	0.00	0	0.00	3,120	0.00	3,120	0.00
DISTRICT DESIGN ENGINEER	0	0.00	0	0.00	11,472	0.00	11,472	0.00
GEOLOGIST	0	0.00	0	0.00	5,682	0.00	5,682	0.00
TRANSP PLANNING COORDINATOR	0	0.00	0	0.00	4,284	0.00	4,284	0.00
DISTRICT PLANNING MANAGER	0	0.00	0	0.00	9,528	0.00	9,528	0.00
STRUCTURAL RESOURCE MANAGER	0	0.00	0	0.00	1,236	0.00	1,236	0.00
INT TR STUDIES SPECIALIST	0	0.00	0	0.00	4,158	0.00	4,158	0.00
STRUCTURAL PROJECT MANAGER	0	0.00	0	0.00	6,678	0.00	6,678	0.00
CADD SERVICES ENGINEER	0	0.00	0	0.00	1,302	0.00	1,302	0.00
SENIOR MATERIALS SPECIALIST	0	0.00	0	0.00	1,332	0.00	1,332	0.00
INTER CONST INSPECTOR	0	0.00	0	0.00	56,472	0.00	56,472	0.00
INTER HIGHWAY DESIGNER	0	0.00	0	0.00	29,100	0.00	29,100	0.00
INTER STRUCTURAL DESIGNER	0	0.00	0	0.00	2,496	0.00	2,496	0.00
CADD SUPPORT ANALYST	0	0.00	0	0.00	2,952	0.00	2,952	0.00
OFF-SYSTEM PLANS REVIEWER	0	0.00	0	0.00	2,604	0.00	2,604	0.00
INTER MATERIALS SPEC	0	0.00	0	0.00	2,106	0.00	2,106	0.00
DISTRICT CONSTRUCTION LIAISON	0	0.00	0	0.00	1,440	0.00	1,440	0.00
TRAFFIC OPERATIONS ENGINEER	0	0.00	0	0.00	1,062	0.00	1,062	0.00
COMPUTER LIAISON, DESIGN	0	0.00	0	0.00	1,302	0.00	1,302	0.00
ASST STATE CO AND MA ENGINEER	0	0.00	0	0.00	1,386	0.00	1,386	0.00
ASSISTANT STATE DESIGN ENGIN	0	0.00	0	0.00	2,238	0.00	2,238	0.00
CONSTRUCTION INSPECTOR	0	0.00	0	0.00	44,916	0.00	44,916	0.00
STRUCTURAL LIAISON ENGINEER	0	0.00	0	0.00	7,038	0.00	7,038	0.00
TRANSP PROJECT DESIGNER	0	0.00	0	0.00	48,720	0.00	48,720	0.00
SENIOR TRAFFIC STUDIES SPECIAL	0	0.00	0	0.00	1,440	0.00	1,440	0.00
DISTRICT UTILITIES ENGINEER	0	0.00	0	0.00	7,560	0.00	7,560	0.00
BID & CONTRACT SERVICE ENGR	0	0.00	0	0.00	1,998	0.00	1,998	0.00
ESTIMATOR	0	0.00	0	0.00	1,284	0.00	1,284	0.00
FIELD MATERIALS ENGR	0	0.00	0	0.00	4,614	0.00	4,614	0.00
INTER MATERIALS INSPECTOR	0	0.00	0	0.00	9,168	0.00	9,168	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SENIOR MATERIALS INSPECTOR	0	0.00	0	0.00	34,578	0.00	34,578	0.00
SR GEOTECHNICAL SPECIALIST	0	0.00	0	0.00	2,646	0.00	2,646	0.00
HIGHWAY DESIGNER	0	0.00	0	0.00	25,170	0.00	25,170	0.00
MATERIALS SPECIALIST	0	0.00	0	0.00	690	0.00	690	0.00
MATERIALS INSPECTOR	0	0.00	0	0.00	11,778	0.00	11,778	0.00
PHYSICAL LABORATORY DIRECTOR	0	0.00	0	0.00	1,854	0.00	1,854	0.00
INTER TRANSPORTATION PLANNER	0	0.00	0	0.00	4,416	0.00	4,416	0.00
TRANSPORT SYSTEM ANALYSIS ENGR	0	0.00	0	0.00	1,878	0.00	1,878	0.00
RESIDENT ENGINEER	0	0.00	0	0.00	52,416	0.00	52,416	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	165,240	0.00	165,240	0.00
SENIOR HIGHWAY DESIGNER	0	0.00	0	0.00	86,214	0.00	86,214	0.00
SR TRANSPORTATION PLANNER	0	0.00	0	0.00	15,684	0.00	15,684	0.00
BRIDGE LOC & LAYOUT DESIGNER	0	0.00	0	0.00	4,554	0.00	4,554	0.00
SR STRUCTURAL DESIGNER	0	0.00	0	0.00	11,598	0.00	11,598	0.00
GEOTECHNICAL ENGINEER	0	0.00	0	0.00	2,712	0.00	2,712	0.00
GEOTECHNICAL DIRECTOR	0	0.00	0	0.00	1,854	0.00	1,854	0.00
STRUCT DEV & SUPPORT ENGR	0	0.00	0	0.00	2,034	0.00	2,034	0.00
STRUCTURAL DESIGNER	0	0.00	0	0.00	5,124	0.00	5,124	0.00
ASST STATE BRIDGE ENGINEER	0	0.00	0	0.00	1,386	0.00	1,386	0.00
TRANSPORTATION PLANNER	0	0.00	0	0.00	4,056	0.00	4,056	0.00
FABRICATION OPERATIONS ENGR	0	0.00	0	0.00	1,284	0.00	1,284	0.00
BRIDGE MANAGEMENT ENGINEER	0	0.00	0	0.00	1,284	0.00	1,284	0.00
DISTRICT DESIGN LIAISON	0	0.00	0	0.00	1,362	0.00	1,362	0.00
PLANNING AND PROGRAMMING COORD	0	0.00	0	0.00	3,684	0.00	3,684	0.00
ORGANIZATIONAL PERFORMANCE SPE	0	0.00	0	0.00	1,416	0.00	1,416	0.00
ENVIRONMENTAL & HIST PRESV MGR	0	0.00	0	0.00	1,758	0.00	1,758	0.00
HISTORIC PRESERVATION MANAGER	0	0.00	0	0.00	1,668	0.00	1,668	0.00
ASSISTANT REGIONAL COUNSEL	0	0.00	0	0.00	1,842	0.00	1,842	0.00
STATE BRIDGE ENGINEER	0	0.00	0	0.00	588	0.00	588	0.00
STATE DESIGN ENGINEER	0	0.00	0	0.00	588	0.00	588	0.00
STATE CO & MA ENGINEER	0	0.00	0	0.00	612	0.00	612	0.00
ASSISTANT CHIEF ENGINEER	0	0.00	0	0.00	720	0.00	720	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
TRANSPORTATION PLANNING DIR	0	0.00	0	0.00	588	0.00	588	0.00
SENIOR ASSISTANT COUNSEL	0	0.00	0	0.00	2,010	0.00	2,010	0.00
EXTERNAL CIVIL RIGHTS DIRECTOR	0	0.00	0	0.00	528	0.00	528	0.00
REGIONAL COUNSEL	0	0.00	0	0.00	10,524	0.00	10,524	0.00
ASSISTANT COUNSEL	0	0.00	0	0.00	2,760	0.00	2,760	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,343,856</b>	<b>0.00</b>	<b>1,343,856</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,343,856</b>	<b>0.00</b>	<b>\$1,343,856</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,343,856</b>	<b>0.00</b>	<b>\$1,343,856</b>	<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
MOTOR CARRIER AGENT	0	0.00	0	0.00	4,614	0.00	4,614	0.00
SR TRAFFIC SYSTEMS OPERATOR	0	0.00	0	0.00	1,746	0.00	1,746	0.00
INCIDENT MANAGEMENT COORDINATR	0	0.00	0	0.00	1,416	0.00	1,416	0.00
ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	678	0.00	678	0.00
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	2,184	0.00	2,184	0.00
OFFICE ASSISTANT	0	0.00	0	0.00	1,080	0.00	1,080	0.00
SENIOR OFFICE ASSISTANT	0	0.00	0	0.00	3,672	0.00	3,672	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	2,400	0.00	2,400	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	762	0.00	762	0.00
SENIOR GENERAL SERVICES TECHN	0	0.00	0	0.00	1,740	0.00	1,740	0.00
SR MOTOR CARRIER TECHNICIAN	0	0.00	0	0.00	762	0.00	762	0.00
BRIDGE MAINTENANCE SUPERINTEND	0	0.00	0	0.00	936	0.00	936	0.00
BR INSPECTION CREW SUPERVISOR	0	0.00	0	0.00	3,726	0.00	3,726	0.00
SR BR INSPECTION CREW MEMBER	0	0.00	0	0.00	984	0.00	984	0.00
INT BR INSPECTION CREW MEMBER	0	0.00	0	0.00	1,692	0.00	1,692	0.00
BRIDGE INSPECTION CREW MEMBER	0	0.00	0	0.00	1,332	0.00	1,332	0.00
BRIDGE INSPECTION CREW LEADER	0	0.00	0	0.00	1,104	0.00	1,104	0.00
MAINTENANCE CREW LEADER	0	0.00	0	0.00	360,912	0.00	360,912	0.00
SENIOR MAINTENANCE TECHNICIAN	0	0.00	0	0.00	5,928	0.00	5,928	0.00
TRAFFIC SYSTEMS OPERATOR	0	0.00	0	0.00	2,898	0.00	2,898	0.00
TRAFFIC SYSTEMS SUPERVISOR	0	0.00	0	0.00	3,618	0.00	3,618	0.00
SENIOR OUTDOOR ADVERTISING TEC	0	0.00	0	0.00	612	0.00	612	0.00
SENIOR CUSTOMER SERVICE REP	0	0.00	0	0.00	8,556	0.00	8,556	0.00
ASSISTANT EQUIPMENT TECHNICIAN	0	0.00	0	0.00	2,070	0.00	2,070	0.00
CUSTOMER SERVICE REP	0	0.00	0	0.00	3,870	0.00	3,870	0.00
GENERAL LABORER	0	0.00	0	0.00	594	0.00	594	0.00
BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	23,292	0.00	23,292	0.00
BRIDGE MAINTENANCE CREW LEADER	0	0.00	0	0.00	15,612	0.00	15,612	0.00
URBAN TRAFFIC SUPERVISOR	0	0.00	0	0.00	3,528	0.00	3,528	0.00
INT BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	9,648	0.00	9,648	0.00
SR BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	16,086	0.00	16,086	0.00
ASST BRIDGE MAINTENANCE SUPERV	0	0.00	0	0.00	972	0.00	972	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
BRIDGE MAINTENANCE SUPERVISOR	0	0.00	0	0.00	9,342	0.00	9,342	0.00
SENIOR TRAFFIC TECHNICIAN-NSS	0	0.00	0	0.00	1,848	0.00	1,848	0.00
INT MOTOR CARRIER AGENT	0	0.00	0	0.00	714	0.00	714	0.00
SR MOTOR CARRIER AGENT	0	0.00	0	0.00	13,524	0.00	13,524	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	287,436	0.00	287,436	0.00
MAINT SUPERINTENDENT	0	0.00	0	0.00	52,734	0.00	52,734	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	358,944	0.00	358,944	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	864,588	0.00	864,588	0.00
MAINTENANCE SUPERVISOR	0	0.00	0	0.00	196,836	0.00	196,836	0.00
ASST MAINTENANCE SUPERVISOR	0	0.00	0	0.00	68,616	0.00	68,616	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	3,348	0.00	3,348	0.00
INTER TRAFFIC TECHNICIAN	0	0.00	0	0.00	762	0.00	762	0.00
SENIOR TRAFFIC TECHNICIAN	0	0.00	0	0.00	11,196	0.00	11,196	0.00
SR TR SIGNAL AND LIGHTING TECH	0	0.00	0	0.00	63,126	0.00	63,126	0.00
TRAFFIC SUPERVISOR	0	0.00	0	0.00	10,374	0.00	10,374	0.00
EQUIPMENT TECHNICIAN	0	0.00	0	0.00	6,924	0.00	6,924	0.00
INTERMEDIATE EQUIPMENT TECH	0	0.00	0	0.00	14,946	0.00	14,946	0.00
SENIOR EQUIPMENT TECHNICIAN	0	0.00	0	0.00	133,302	0.00	133,302	0.00
EQUIPMENT TECHNICIAN SUPERVISO	0	0.00	0	0.00	18,378	0.00	18,378	0.00
INT TR SIGNAL AND LIGHTING TEC	0	0.00	0	0.00	21,606	0.00	21,606	0.00
TR SIGNAL AND LIGHTING TECHNIC	0	0.00	0	0.00	22,446	0.00	22,446	0.00
MCS SYSTEM & TRAINING ANALYST	0	0.00	0	0.00	2,928	0.00	2,928	0.00
TR COMMUNICATION SPECIALIST	0	0.00	0	0.00	1,308	0.00	1,308	0.00
SENIOR TRAFFIC SPECIALIST	0	0.00	0	0.00	22,482	0.00	22,482	0.00
MOTOR CARRIER COMPLIANCE SUPV	0	0.00	0	0.00	4,632	0.00	4,632	0.00
TRAFFIC SPECIALIST	0	0.00	0	0.00	3,912	0.00	3,912	0.00
TRAFFIC OPERATIONS SUPERVISOR	0	0.00	0	0.00	2,142	0.00	2,142	0.00
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	1,032	0.00	1,032	0.00
SPECIAL PROJECTS COORD	0	0.00	0	0.00	1,620	0.00	1,620	0.00
MC INVESTIGATIONS ADMINISTRATR	0	0.00	0	0.00	1,806	0.00	1,806	0.00
TRANSPORTATION PROGRAM MANAGEF	0	0.00	0	0.00	1,380	0.00	1,380	0.00
TRANSP ENFRMNT INVESTIGATOR	0	0.00	0	0.00	7,362	0.00	7,362	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SR TRNS ENFRCEMNT INVESTIGATOR	0	0.00	0	0.00	16,974	0.00	16,974	0.00
TRANS ENFORCEMENT INVESTI SUPV	0	0.00	0	0.00	5,070	0.00	5,070	0.00
MC INVESTIGATIONS SPEC	0	0.00	0	0.00	3,354	0.00	3,354	0.00
HWY SAFETY PROG ADMINISTRATOR	0	0.00	0	0.00	1,632	0.00	1,632	0.00
SR OUTDOOR ADVERTISING PERM SP	0	0.00	0	0.00	5,496	0.00	5,496	0.00
MOTOR CARRIER PROJECT MANAGER	0	0.00	0	0.00	2,952	0.00	2,952	0.00
COMMRCIAL MTR VEHICLE PROG MGR	0	0.00	0	0.00	1,380	0.00	1,380	0.00
EMERGENCY MANAGEMENT LIAISON	0	0.00	0	0.00	1,758	0.00	1,758	0.00
RISK MANAGEMENT SPECIALIST	0	0.00	0	0.00	912	0.00	912	0.00
OUTDOOR ADVERTISING MANAGER	0	0.00	0	0.00	2,832	0.00	2,832	0.00
SENIOR SAFETY OFFICER	0	0.00	0	0.00	2,532	0.00	2,532	0.00
INTER SYSTEM MANAGEMENT SPECIA	0	0.00	0	0.00	2,064	0.00	2,064	0.00
ROADSIDE MANAGER	0	0.00	0	0.00	5,886	0.00	5,886	0.00
SR RISK MGMT SPECIALIST	0	0.00	0	0.00	1,332	0.00	1,332	0.00
SR INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	1,266	0.00	1,266	0.00
SR SYSTEM MANAGEMENT SPECIALIS	0	0.00	0	0.00	9,018	0.00	9,018	0.00
SR ROADSIDE MANAGEMENT SPECIAL	0	0.00	0	0.00	1,794	0.00	1,794	0.00
SPRVING BRIDGE INSPECTION EN	0	0.00	0	0.00	2,034	0.00	2,034	0.00
TRAFFIC LIAISON ENGINEER	0	0.00	0	0.00	3,516	0.00	3,516	0.00
SENIOR PAVEMENT SPECIALIST	0	0.00	0	0.00	6,432	0.00	6,432	0.00
TRAFFIC CENTER MANAGER	0	0.00	0	0.00	1,758	0.00	1,758	0.00
TRAFFIC MNGMNT & OPERATION ENG	0	0.00	0	0.00	3,132	0.00	3,132	0.00
TRAFFIC STUDIES SPECIALIST-NSS	0	0.00	0	0.00	2,208	0.00	2,208	0.00
SR TRAFFIC STUDIES SPECIAL-NSS	0	0.00	0	0.00	888	0.00	888	0.00
TRAFFIC SAFETY ENGINEER	0	0.00	0	0.00	1,500	0.00	1,500	0.00
BRIDGE INSPECTOR	0	0.00	0	0.00	7,212	0.00	7,212	0.00
ASST DISTRICT BRIDGE ENGINEER	0	0.00	0	0.00	3,060	0.00	3,060	0.00
DISTRICT MAINTENANCE ENGINEER	0	0.00	0	0.00	8,946	0.00	8,946	0.00
ASST DIST MAINTENANCE ENGINEER	0	0.00	0	0.00	5,910	0.00	5,910	0.00
ASST DIST MAINT & TRAFF ENGINE	0	0.00	0	0.00	3,120	0.00	3,120	0.00
DISTRICT MAINT & TRAFFIC ENGIN	0	0.00	0	0.00	3,162	0.00	3,162	0.00
STATEWIDE INCIDENT RESPONSE CO	0	0.00	0	0.00	1,668	0.00	1,668	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
INTER MAINT ENGINEERING SPCLST	0	0.00	0	0.00	1,902	0.00	1,902	0.00
SENIOR MAINT ENGINEERING SPECI	0	0.00	0	0.00	1,722	0.00	1,722	0.00
AREA ENGINEER	0	0.00	0	0.00	34,722	0.00	34,722	0.00
DISTRICT TRAFFIC ENGINEER	0	0.00	0	0.00	9,462	0.00	9,462	0.00
DISTRICT BRIDGE ENGINEER	0	0.00	0	0.00	8,718	0.00	8,718	0.00
INT TR STUDIES SPECIALIST	0	0.00	0	0.00	6,126	0.00	6,126	0.00
INTER CONST INSPECTOR	0	0.00	0	0.00	798	0.00	798	0.00
TRAFFIC OPERATIONS ENGINEER	0	0.00	0	0.00	12,714	0.00	12,714	0.00
SENIOR TRAFFIC STUDIES SPECIAL	0	0.00	0	0.00	28,284	0.00	28,284	0.00
DISTRICT UTILITIES ENGINEER	0	0.00	0	0.00	1,530	0.00	1,530	0.00
MAINTENANCE LIAISON ENGINEER	0	0.00	0	0.00	5,712	0.00	5,712	0.00
SIGN & MARKING ENGINEER	0	0.00	0	0.00	1,632	0.00	1,632	0.00
TRAFFIC STUDIES SPECIALIST	0	0.00	0	0.00	11,886	0.00	11,886	0.00
BRIDGE INSPECTION ENGINEER	0	0.00	0	0.00	1,194	0.00	1,194	0.00
CHIEF SAFETY & OPERATIONS OFCR	0	0.00	0	0.00	720	0.00	720	0.00
MOTOR CARRIER SERVICES DIRECTR	0	0.00	0	0.00	588	0.00	588	0.00
STATE MAINTENANCE ENGINEER	0	0.00	0	0.00	588	0.00	588	0.00
STATE HWY SAFETY & TRAFFIC ENGR	0	0.00	0	0.00	588	0.00	588	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>2,950,302</b>	<b>0.00</b>	<b>2,950,302</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,950,302</b>	<b>0.00</b>	<b>\$2,950,302</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$5,880</b>	<b>0.00</b>	<b>\$5,880</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,944,422</b>	<b>0.00</b>	<b>\$2,944,422</b>	<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FLEET,FACILITIES&amp;INFO SYSTEMS</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	876	0.00	876	0.00
OFFICE ASSISTANT	0	0.00	0	0.00	540	0.00	540	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	762	0.00	762	0.00
GENERAL SERVICES TECHNICIAN	0	0.00	0	0.00	1,218	0.00	1,218	0.00
SENIOR GENERAL SERVICES TECHNI	0	0.00	0	0.00	4,296	0.00	4,296	0.00
SENIOR SUPPLY AGENT	0	0.00	0	0.00	4,608	0.00	4,608	0.00
INFORMATION SYSTEMS TECHNICIAN	0	0.00	0	0.00	1,206	0.00	1,206	0.00
INTERMEDIATE IS TECHNICIAN	0	0.00	0	0.00	762	0.00	762	0.00
SENIOR INF SYSTEMS TECHNICIAN	0	0.00	0	0.00	876	0.00	876	0.00
FACILITY OPERATIONS CREW WORKE	0	0.00	0	0.00	1,356	0.00	1,356	0.00
SENIOR BUILDING CUSTODIAN	0	0.00	0	0.00	570	0.00	570	0.00
SR FACILITY OPERATIONS CREW WO	0	0.00	0	0.00	4,062	0.00	4,062	0.00
FACILITY OPERATIONS SUPERVISOR	0	0.00	0	0.00	9,318	0.00	9,318	0.00
FACILITY OPERATIONS SPECIALIST	0	0.00	0	0.00	6,252	0.00	6,252	0.00
SENIOR FACILITY OPERATIONS SPE	0	0.00	0	0.00	15,294	0.00	15,294	0.00
AIRPLANE PILOT	0	0.00	0	0.00	1,380	0.00	1,380	0.00
EQUIP TECH SUPPORT SPECIALIST	0	0.00	0	0.00	2,556	0.00	2,556	0.00
SR GENERAL SERVICES SPEC	0	0.00	0	0.00	16,338	0.00	16,338	0.00
GENERAL SERVICES SPEC	0	0.00	0	0.00	1,824	0.00	1,824	0.00
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	5,190	0.00	5,190	0.00
INF SYSTEMS PROJECT MANAGER	0	0.00	0	0.00	3,858	0.00	3,858	0.00
INFORMATION SYSTEMS SUPERVISOR	0	0.00	0	0.00	9,114	0.00	9,114	0.00
GENERAL SERVICES MANAGER	0	0.00	0	0.00	10,308	0.00	10,308	0.00
SENIOR PROCUREMENT AGENT	0	0.00	0	0.00	7,794	0.00	7,794	0.00
INFO SYS TECHNOLOGY SPECIALIST	0	0.00	0	0.00	3,378	0.00	3,378	0.00
PROCUREMENT AGENT	0	0.00	0	0.00	3,648	0.00	3,648	0.00
CENTRAL OFFICE GENERAL SERV MG	0	0.00	0	0.00	4,140	0.00	4,140	0.00
INTERM GEN SERV SPECIALIST	0	0.00	0	0.00	5,220	0.00	5,220	0.00
DIST INFORMATION SYSTM MANAGER	0	0.00	0	0.00	5,676	0.00	5,676	0.00
LEAD INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	30,678	0.00	30,678	0.00
ASST IS DIRECTOR	0	0.00	0	0.00	1,926	0.00	1,926	0.00
INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	11,202	0.00	11,202	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FLEET,FACILITIES&amp;INFO SYSTEMS</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
SR INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	40,962	0.00	40,962	0.00
DISTRICT MAINTENANCE ENGINEER	0	0.00	0	0.00	1,998	0.00	1,998	0.00
GENERAL SERVICES DIRECTOR	0	0.00	0	0.00	588	0.00	588	0.00
INFO SYSTEMS DIRECTOR	0	0.00	0	0.00	588	0.00	588	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>220,362</b>	<b>0.00</b>	<b>220,362</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$220,362</b>	<b>0.00</b>	<b>\$220,362</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$220,362</b>	<b>0.00</b>	<b>\$220,362</b>	<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MULTIMODAL OPERATIONS ADMIN</b>								
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
RAIL SAFETY SPECIALIST	0	0.00	0	0.00	5,130	0.00	5,130	0.00
SR RAILROAD SAFETY INSPECTOR	0	0.00	0	0.00	5,958	0.00	5,958	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	762	0.00	762	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	762	0.00	762	0.00
AIRPORT PROJECT TECHNICIAN	0	0.00	0	0.00	654	0.00	654	0.00
AVIATION OPERATIONS MANAGER	0	0.00	0	0.00	1,530	0.00	1,530	0.00
RAILROAD OPERATIONS MANAGER	0	0.00	0	0.00	1,452	0.00	1,452	0.00
INTERM MULTIMODAL OPER SPECIAL	0	0.00	0	0.00	1,032	0.00	1,032	0.00
SR MULTIMODAL OPER SPECIALIST	0	0.00	0	0.00	6,462	0.00	6,462	0.00
ADMIN OF FREIGHT & WATERWAYS	0	0.00	0	0.00	1,284	0.00	1,284	0.00
SR FINANCIAL SERVICES SPECIALI	0	0.00	0	0.00	1,284	0.00	1,284	0.00
ADMINISTRATOR OF AVIATION	0	0.00	0	0.00	1,806	0.00	1,806	0.00
ADMINISTRATOR OF RAILROADS	0	0.00	0	0.00	1,866	0.00	1,866	0.00
ADMINISTRATOR OF TRANSIT	0	0.00	0	0.00	1,806	0.00	1,806	0.00
RAILROAD PROJECTS MANAGER	0	0.00	0	0.00	1,500	0.00	1,500	0.00
AVIATION PROGRAMS MANAGER	0	0.00	0	0.00	1,668	0.00	1,668	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	2,760	0.00	2,760	0.00
MULTIMODAL OPRATNS DIRECTOR	0	0.00	0	0.00	588	0.00	588	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>38,304</b>	<b>0.00</b>	<b>38,304</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$38,304</b>	<b>0.00</b>	<b>\$38,304</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$5,448</b>	<b>0.00</b>	<b>\$5,448</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$32,856</b>	<b>0.00</b>	<b>\$32,856</b>	<b>0.00</b>







**NEW DECISION ITEM**  
**RANK: 2 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: Multiple</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$4,683	\$1,697,003	\$1,701,686
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$4,683</b>	<b>\$1,697,003</b>	<b>\$1,701,686</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$2,717	\$984,413	\$987,130
<b>HB 5</b>	\$0	\$362	\$131,009	\$131,370

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$4,683	\$1,697,003	\$1,701,686
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$4,683</b>	<b>\$1,697,003</b>	<b>\$1,701,686</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$2,717	\$984,413	\$987,130
<b>HB 5</b>	\$0	\$362	\$131,009	\$131,371

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/>	New Legislation	<input type="checkbox"/>	New Program	<input type="checkbox"/>	Fund Switch
<input type="checkbox"/>	Federal Mandate	<input type="checkbox"/>	Program Expansion	<input type="checkbox"/>	Cost to Continue
<input type="checkbox"/>	GR Pick-Up	<input type="checkbox"/>	Space Request	<input type="checkbox"/>	Equipment Replacement
<input checked="" type="checkbox"/>	Pay Plan	<input type="checkbox"/>	Other:		

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested for a one-step pay increase for all employees within steps one through nine of their salary grade, effective January 1, 2021. The pay plan is intended to mitigate salary compression issues and improve employee satisfaction and morale in relation to pay. The desired outcome of this pay increase is to improve employee retention and reduce costs associated with employee turnover. MoDOT's employee turnover rate for fiscal year 2019 was 13.27 percent, compared to 11.99 percent in fiscal year 2018. The estimated cost of turnover for fiscal year 2019 was \$34.7 million, compared to \$30.7 million in fiscal year 2018.

**The Governor's Recommendation is the same as the department's request.**



## NEW DECISION ITEM

RANK: 2 OF 19

<b>Department of Transportation</b>	<b>Budget Unit: <u>Multiple</u></b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: <u>Multiple</u></b>

The Department's request for the fiscal year 2021 MoDOT Pay Plan by fund is as follows:

Administration	\$117,150	State Road Fund
Construction	\$416,052	State Road Fund
Maintenance	\$1,071,132	State Road Fund
Highway Safety	\$2,244	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$80,736	State Road Fund
Multimodal Operations	\$2,439	Multimodal Operations Federal Fund
Multimodal Operations	\$3,658	State Road Fund
Multimodal Operations	\$3,273	Railroad Expense Fund
Multimodal Operations	\$1,130	State Transportation Fund
Multimodal Operations	\$3,872	Aviation Trust Fund
	<b><u>\$1,701,686</u></b>	

The Governor's Recommendation for the fiscal year 2021 MoDOT Pay Plan by fund is as follows:

Administration	\$117,150	State Road Fund
Construction	\$416,052	State Road Fund
Maintenance	\$1,071,132	State Road Fund
Highway Safety	\$2,244	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$80,736	State Road Fund
Multimodal Operations	\$2,439	Multimodal Operations Federal Fund
Multimodal Operations	\$3,658	State Road Fund
Multimodal Operations	\$3,273	Railroad Expense Fund
Multimodal Operations	\$1,130	State Transportation Fund
Multimodal Operations	\$3,872	Aviation Trust Fund
	<b><u>\$1,701,686</u></b>	



NEW DECISION ITEM  
RANK: 2 OF 19

Department of Transportation				Budget Unit: <u>Multiple</u>			
Division: Department Wide							
DI Name: FY21 MoDOT Pay Plan		DI# 1605006		HB Section: <u>Multiple</u>			

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This expansion item is requested for a one-step pay increase for all employees within steps one through nine of their salary grade.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$4,683	0.0	\$1,697,003	0.0	\$1,701,686	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$4,683</b>	<b>0.0</b>	<b>\$1,697,003</b>	<b>0.0</b>	<b>\$1,701,686</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Grand Total</b>	 <b>\$0</b>	 <b>0.0</b>	 <b>\$4,683</b>	 <b>0.0</b>	 <b>\$1,697,003</b>	 <b>0.0</b>	 <b>\$1,701,686</b>	 <b>0.0</b>	 <b>\$0</b>



NEW DECISION ITEM  
RANK: 2 OF 19

Department of Transportation			Budget Unit: <u>Multiple</u>						
Division: Department Wide									
DI Name: FY21 MoDOT Pay Plan			DI# 1605006	HB Section: <u>Multiple</u>					
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$4,683	0.0	\$1,697,003	0.0	\$1,701,686	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$4,683</b>	<b>0.0</b>	<b>\$1,697,003</b>	<b>0.0</b>	<b>\$1,701,686</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$4,683</b>	<b>0.0</b>	<b>\$1,697,003</b>	<b>0.0</b>	<b>\$1,701,686</b>	<b>0.0</b>	<b>\$0</b>

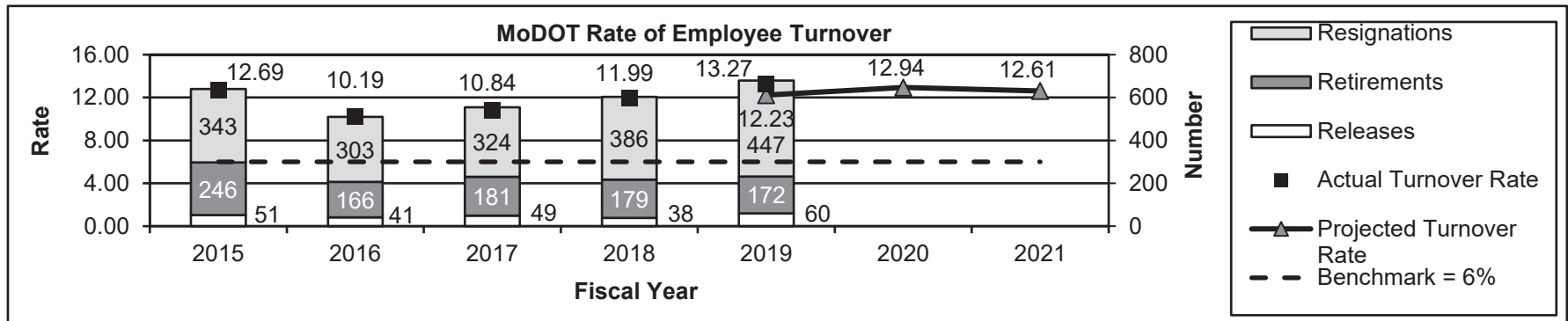


**NEW DECISION ITEM**  
**RANK: 2 OF 19**

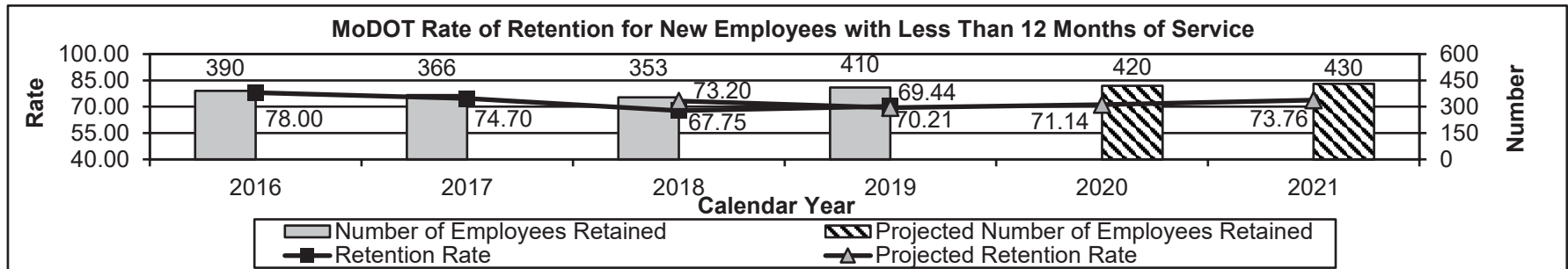
<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: Multiple</b>

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



The turnover rate shows the percentage of employees who left the department during each fiscal year. The benchmark data is from Price Waterhouse Cooper's Saratoga Institute's trends in workforce analytics report. The 2020 projection was established by projecting a 2.5 percent reduction in the 2019 actual rate of employee turnover. The 2021 projection was established by projecting a 5 percent reduction in the 2019 actual rate of employee turnover, assuming the department receives the additional funding requested in fiscal year 2021.

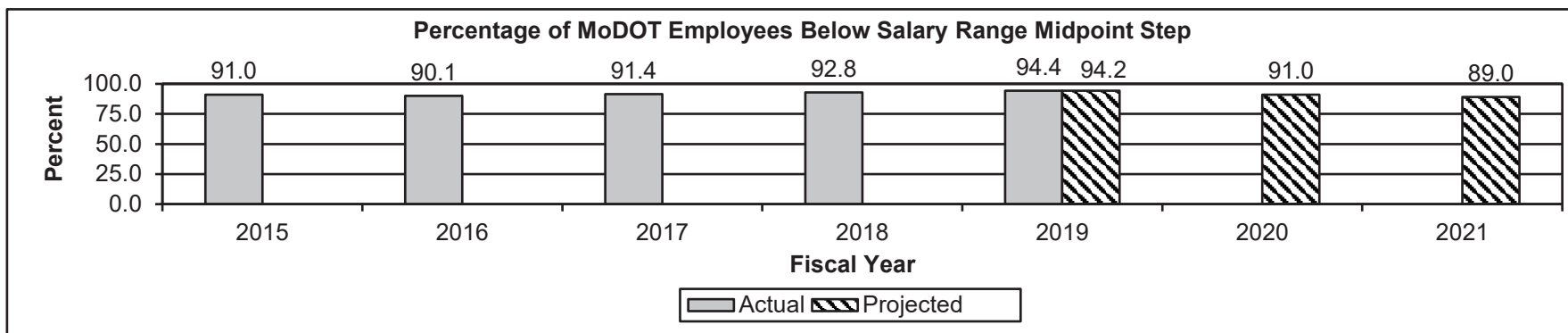


The rate of retention for new employees is a percentage of MoDOT employees who remained employed with the department for 12 months divided by the total number of new employees hired within the same time period. For calendar year 2019, this was 410 of 584 first year employees. The calendar year 2020 projected retention rate is based on a 2.5 percent increase in the number of retained employees in calendar year 2019. The calendar year 2021 projected retention rate is based on a 5 percent increase in the number of retained employees in calendar year 2019, assuming the department receives the additional funding requested in fiscal year 2021.

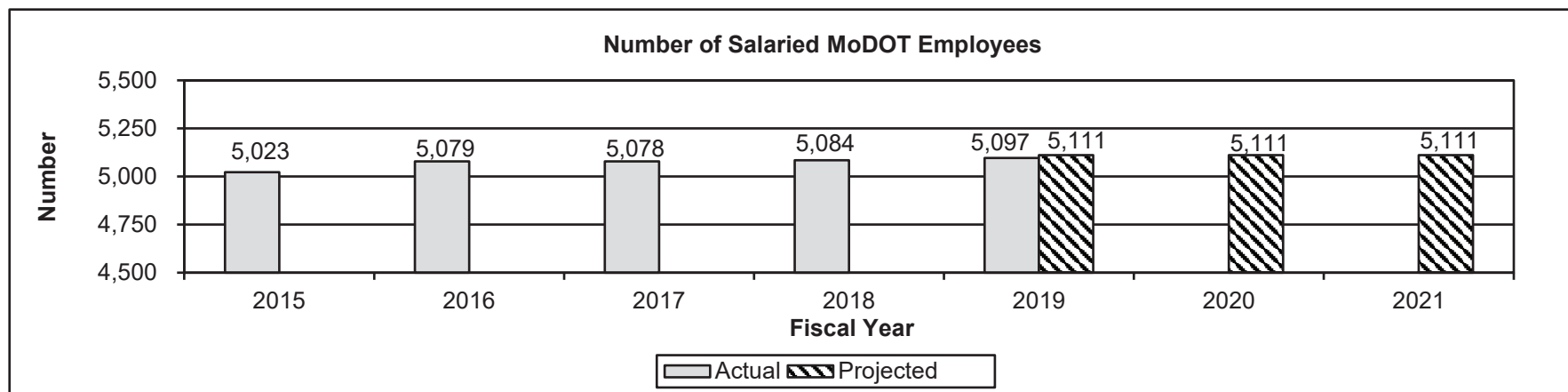


**NEW DECISION ITEM**  
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<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: Multiple</b>



Each salary grade on MoDOT's salary grid contains 18 steps. Step 10 of each salary grade is the step that most closely approximates the market midpoint of each salary range. The 2020 and 2021 projections are based on receiving the additional funding for pay increases in the department's request for those respective years. The department's goal is to reduce the percentage of MoDOT employees below their salary range midpoint step to 70 percent or less.



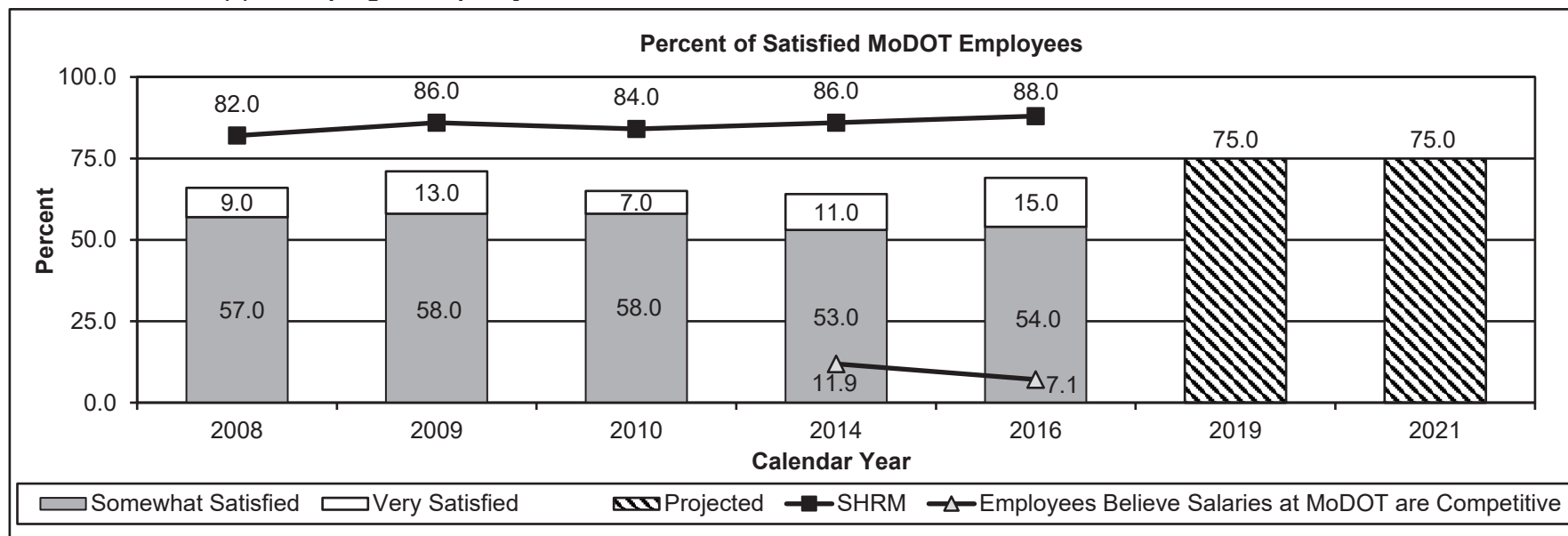
This performance measure shows the number of salaried employees by fiscal year, not full-time equivalents (FTEs). FTE is the total number of hours worked or on paid leave divided by 2,080. The projections are based on the department's goal of salaried employees.



**NEW DECISION ITEM**  
**RANK: 2 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: Multiple</b>

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of satisfied employees from employee engagement surveys conducted by a third party vendor. Employees were asked to indicate their level of agreement with each question on a five-point scale with five meaning strongly agree and one meaning strongly disagree. Questions were grouped into the following eight subscales: my supervisor; diversity and inclusion; teamwork; communication; my job; engagement; fairness and respect; and leadership. Strongly agree and somewhat agree responses on a total of 18 questions were used to calculate the percent of satisfied employees at MoDOT. The 2019 and 2021 projections are based on targets set by the department. The benchmark data is from the annual job satisfaction survey of 55 Fortune 500 companies by the Society for Human Resources Management (SHRM). The employee engagement survey was not conducted in calendar years 2011, 2012, 2013, 2015, 2017 and 2018.

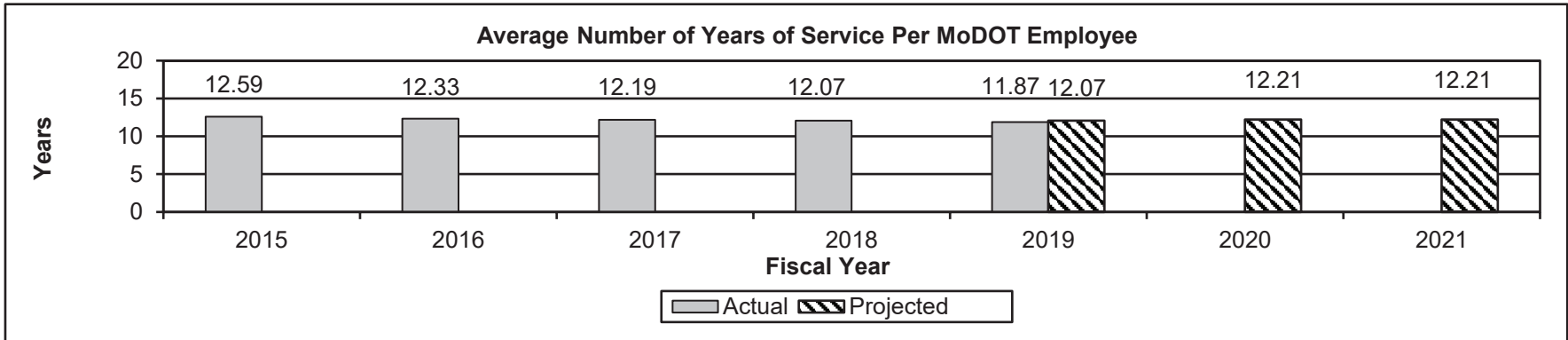
This chart also shows the percent of employees that strongly agreed or somewhat agreed that the salaries at MoDOT were competitive with similar jobs found elsewhere for calendar years 2014 and 2016. In the survey, employees were given an opportunity to provide any comments or suggestions to MoDOT. Of the 1,497 comments submitted by employees in the 2016 survey, 947, or 63.3 percent were related to concerns about pay.



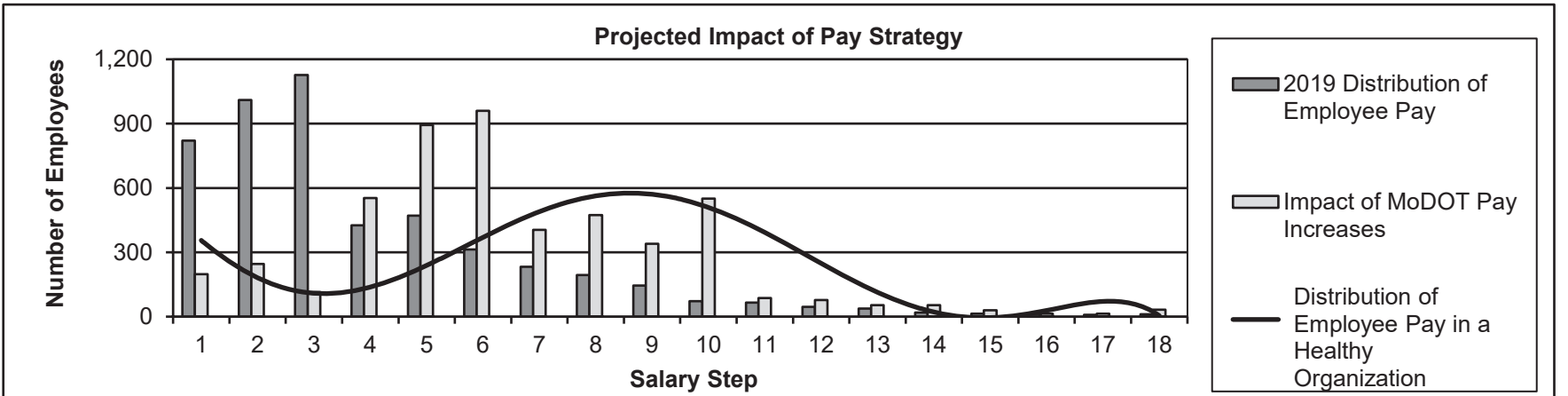
**NEW DECISION ITEM**  
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<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: Multiple</b>

**6c. Provide a measure(s) of the program's impact.**



The 2020 and 2021 projections are based on maintaining the current average number of years of service per MoDOT employee. MoDOT anticipates generational turnover to increase and is requesting increases in compensation to help maintain this average by retaining new employees for a longer period of time.

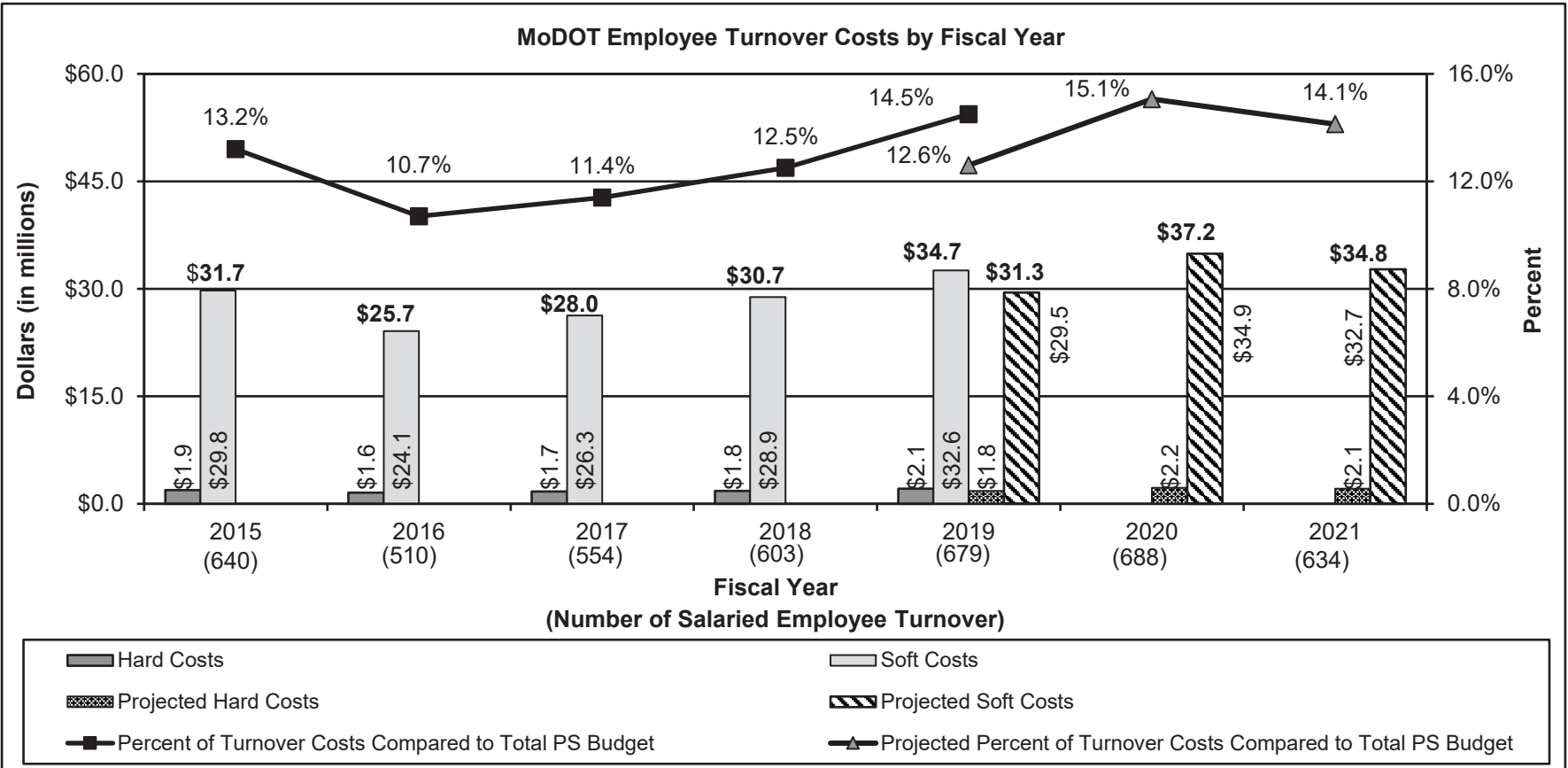


Each salary grade on MoDOT's salary grid contains 18 steps. This chart shows how MoDOT's distribution of employee pay currently looks and how it would look if the department was able to fully implement requested pay increases.



**NEW DECISION ITEM**  
**RANK: 2 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 MoDOT Pay Plan</b>	<b>DI# 1605006</b>
	<b>HB Section: Multiple</b>



The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. This chart also shows the percentage of turnover costs compared to the total personal services (PS) budget by fiscal year. The projections are based on the department's rate of employee turnover projections for each year.



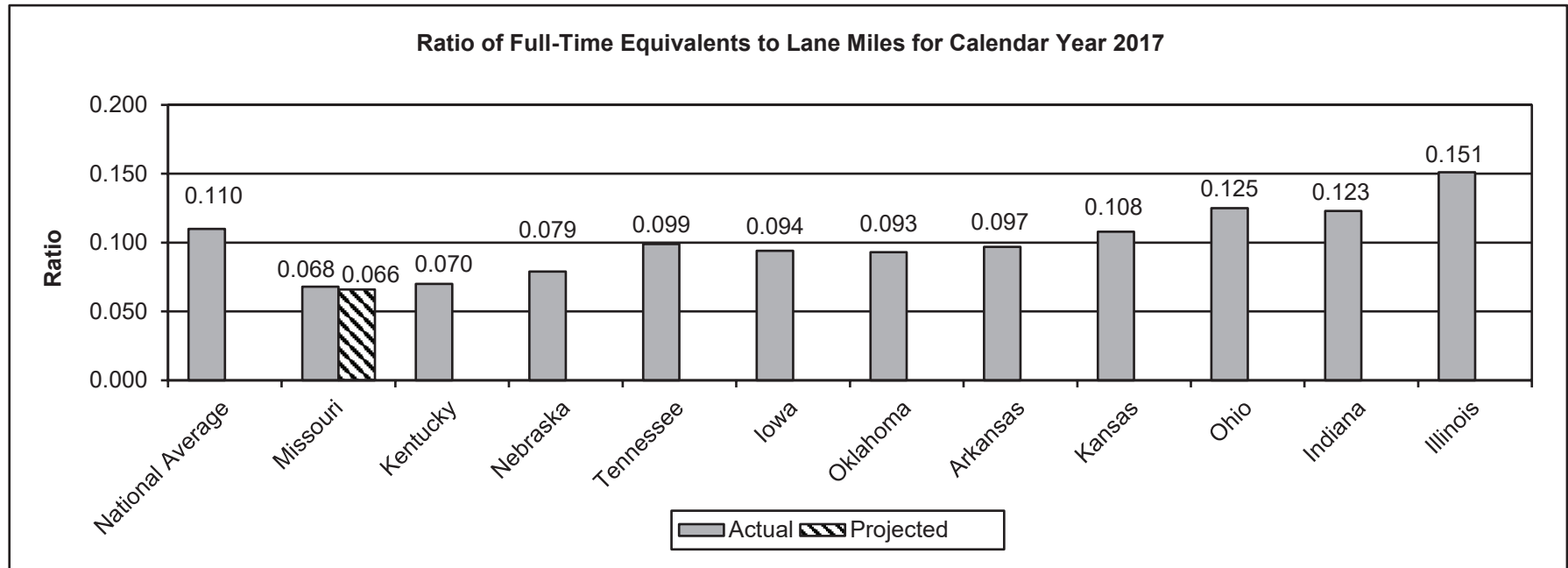
## NEW DECISION ITEM

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Department of Transportation  
 Division: Department Wide  
 DI Name: FY21 MoDOT Pay Plan DI# 1605006

Budget Unit: Multiple  
 HB Section: Multiple

## 6d. Provide a measure(s) of the program's efficiency.



Full-time equivalent (FTE) is the total number of hours worked or on paid leave divided by 2,080. The ratio in this measure was calculated by dividing the FTEs in the Census Bureau - 2017 Annual Survey of Public Employees and Payroll, by the estimated number of lane miles in the 2017 FHWA report of State Highway Agency-Owned Public Roads (HM-81). A low ratio means MoDOT is efficiently maintaining roadways with limited resources. The projection is based on the department's goal for FTEs. Calendar year 2018 data was not available at the time of publication.



## NEW DECISION ITEM

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<b>Department of Transportation</b> <b>Division: Department Wide</b> <b>DI Name: FY21 MoDOT Pay Plan</b>	<b>Budget Unit: Multiple</b> <b>DI# 1605006</b>
<b>7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:</b>	
<p>The desired outcome from this pay increase would be higher employee morale and retention and a reduction in costs associated with employee turnover.</p> <p>As of July 29, 2019, up to 14.6 percent of MoDOT employees could be eligible for federal SNAP (Supplemental Nutrition Assistance Program), based on a four person, single earner household. MoDOT has 744 employees that earn less than \$2,665 per month.</p> <p>According to the MERIC database, 13.3 percent of MoDOT employees also work for a second employer (not including farm labor or other self-employment) as of December 31, 2018. In comparison, the percentage of multiple job holders in Missouri is approximately six percent.</p>	



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	676	0.00	676	0.00
OFFICE ASSISTANT	0	0.00	0	0.00	242	0.00	242	0.00
SENIOR OFFICE ASSISTANT	0	0.00	0	0.00	848	0.00	848	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	4,726	0.00	4,726	0.00
FINANCIAL SERVICES TECHNICIAN	0	0.00	0	0.00	2,524	0.00	2,524	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	4,484	0.00	4,484	0.00
HUMAN RESOURCES TECHNICIAN	0	0.00	0	0.00	1,232	0.00	1,232	0.00
SENIOR HUMAN RESOURCES TECHNIC	0	0.00	0	0.00	1,388	0.00	1,388	0.00
RISK MANAGEMENT TECHNICIAN	0	0.00	0	0.00	592	0.00	592	0.00
SENIOR RISK MANAGEMENT TECHNIC	0	0.00	0	0.00	2,076	0.00	2,076	0.00
SENIOR MAINTENANCE TECHNICIAN	0	0.00	0	0.00	380	0.00	380	0.00
SENIOR EXECUTIVE ASSISTANT	0	0.00	0	0.00	1,188	0.00	1,188	0.00
LEGAL SECRETARY	0	0.00	0	0.00	296	0.00	296	0.00
LEGAL ASSISTANT	0	0.00	0	0.00	308	0.00	308	0.00
SENIOR INVESTIGATOR	0	0.00	0	0.00	958	0.00	958	0.00
INVESTIGATOR	0	0.00	0	0.00	386	0.00	386	0.00
INTERMEDIATE INVESTIGATOR	0	0.00	0	0.00	428	0.00	428	0.00
SR EMPLOYEE DEVELOPMENT SPECIA	0	0.00	0	0.00	1,428	0.00	1,428	0.00
INT EMPLOYEE DEVELOPMENT SPECI	0	0.00	0	0.00	880	0.00	880	0.00
BUS SYST SUPP SPECIALIST	0	0.00	0	0.00	476	0.00	476	0.00
ASST COMMUNICATIONS DIRECTOR	0	0.00	0	0.00	758	0.00	758	0.00
SPECIAL PROJECTS COORD	0	0.00	0	0.00	1,336	0.00	1,336	0.00
FINANCIAL SERVICES ADMINISTRAT	0	0.00	0	0.00	1,896	0.00	1,896	0.00
DISTRICT SFTY & HLTH MGR	0	0.00	0	0.00	3,926	0.00	3,926	0.00
COMMUNITY LIAISON	0	0.00	0	0.00	488	0.00	488	0.00
SR ORGANIZATIONAL PERF ANALYST	0	0.00	0	0.00	958	0.00	958	0.00
ORGANIZATIONAL PERFORMANCE ANA	0	0.00	0	0.00	386	0.00	386	0.00
SR BENEFITS SPECIALIST	0	0.00	0	0.00	952	0.00	952	0.00
GOVERNMENTAL RELATIONS SPECIAL	0	0.00	0	0.00	386	0.00	386	0.00
SENIOR PARALEGAL	0	0.00	0	0.00	964	0.00	964	0.00
PARALEGAL	0	0.00	0	0.00	1,948	0.00	1,948	0.00
LEGAL OFFICE MANAGER	0	0.00	0	0.00	476	0.00	476	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
BUSINESS SYST SUPPORT MANAGER	0	0.00	0	0.00	548	0.00	548	0.00
DATA REPORT ANALYST	0	0.00	0	0.00	386	0.00	386	0.00
EMPLOYEE BENEFITS MANAGER	0	0.00	0	0.00	554	0.00	554	0.00
FINANCIAL SERVICES COORDINATOR	0	0.00	0	0.00	1,650	0.00	1,650	0.00
SAFETY AND CLAIMS MANAGER	0	0.00	0	0.00	554	0.00	554	0.00
AUDITS & INVESTIGATIONS ADMNST	0	0.00	0	0.00	644	0.00	644	0.00
DIVERSITY & INCLUSION SPECIALI	0	0.00	0	0.00	772	0.00	772	0.00
SR DIVERSITY & INCLUSION SPEC	0	0.00	0	0.00	982	0.00	982	0.00
RISK MANAGEMENT SPECIALIST	0	0.00	0	0.00	1,158	0.00	1,158	0.00
AUDIT MANAGER	0	0.00	0	0.00	1,108	0.00	1,108	0.00
ASST TO THE DIST ENGINEER	0	0.00	0	0.00	2,262	0.00	2,262	0.00
EMPLOYEE DEVELOPMENT MANAGER	0	0.00	0	0.00	548	0.00	548	0.00
COMMUNICATIONS MANAGER	0	0.00	0	0.00	3,408	0.00	3,408	0.00
INTERMEDIATE SAFETY OFFICER	0	0.00	0	0.00	434	0.00	434	0.00
SENIOR SAFETY OFFICER	0	0.00	0	0.00	2,964	0.00	2,964	0.00
INT COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	1,284	0.00	1,284	0.00
SAFETY OFFICER	0	0.00	0	0.00	1,610	0.00	1,610	0.00
INT HUMAN RESOURCES SPECLST	0	0.00	0	0.00	1,296	0.00	1,296	0.00
SR COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	5,790	0.00	5,790	0.00
INTERM FINANCIAL SERV SPECIALI	0	0.00	0	0.00	3,364	0.00	3,364	0.00
ASST FINANCIAL SERVCS DIRECTOR	0	0.00	0	0.00	776	0.00	776	0.00
SENIOR AUDITOR	0	0.00	0	0.00	5,562	0.00	5,562	0.00
FINANCIAL SERVICES SPECIALIST	0	0.00	0	0.00	2,732	0.00	2,732	0.00
EMPLOYMENT MANAGER	0	0.00	0	0.00	590	0.00	590	0.00
SUPPORT SERVICES MANAGER	0	0.00	0	0.00	2,264	0.00	2,264	0.00
CLAIMS ADMINISTRATION MGR	0	0.00	0	0.00	578	0.00	578	0.00
SR RISK MGMT SPECIALIST	0	0.00	0	0.00	1,488	0.00	1,488	0.00
ASST HUMAN RESOURCE DIRECTOR	0	0.00	0	0.00	746	0.00	746	0.00
FINANCIAL SERVICES MANAGER	0	0.00	0	0.00	1,102	0.00	1,102	0.00
SR FINANCIAL SERVICES SPECIALI	0	0.00	0	0.00	10,062	0.00	10,062	0.00
ASST TO CSOO - SAFETY & EM MGT	0	0.00	0	0.00	746	0.00	746	0.00
COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	2,732	0.00	2,732	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
AUDITOR	0	0.00	0	0.00	386	0.00	386	0.00
HUMAN RESOURCES SPECIALIST	0	0.00	0	0.00	1,954	0.00	1,954	0.00
SR HR SPECIALIST	0	0.00	0	0.00	6,862	0.00	6,862	0.00
INTER RISK MGT SPECIALIST	0	0.00	0	0.00	428	0.00	428	0.00
HUMAN RESOURCES MANAGER	0	0.00	0	0.00	2,890	0.00	2,890	0.00
ASSISTANT DISTRICT ENGINEER	0	0.00	0	0.00	3,946	0.00	3,946	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>117,150</b>	<b>0.00</b>	<b>117,150</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$117,150</b>	<b>0.00</b>	<b>\$117,150</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$117,150</b>	<b>0.00</b>	<b>\$117,150</b>	<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
RIGHT OF WAY TECHNICIAN	0	0.00	0	0.00	287	0.00	287	0.00
INCIDENT MANAGEMENT COORDINATR	0	0.00	0	0.00	1,078	0.00	1,078	0.00
ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	299	0.00	299	0.00
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	1,974	0.00	1,974	0.00
SENIOR OFFICE ASSISTANT	0	0.00	0	0.00	1,309	0.00	1,309	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	2,919	0.00	2,919	0.00
INTERMEDIATE PLANNING TECHNICI	0	0.00	0	0.00	317	0.00	317	0.00
SENIOR PLANNING TECHNICIAN	0	0.00	0	0.00	1,125	0.00	1,125	0.00
SUPPLY OFFICE ASSISTANT	0	0.00	0	0.00	251	0.00	251	0.00
SENIOR MAINTENANCE TECHNICIAN	0	0.00	0	0.00	365	0.00	365	0.00
MATERIALS TESTING SUPERVISOR	0	0.00	0	0.00	1,317	0.00	1,317	0.00
MATERIALS TESTING SPECIALIST	0	0.00	0	0.00	1,179	0.00	1,179	0.00
TRAFFIC SYSTEMS SUPERVISOR	0	0.00	0	0.00	413	0.00	413	0.00
CONST PROJECT OFFICE ASSISTANT	0	0.00	0	0.00	3,049	0.00	3,049	0.00
LEGAL SECRETARY	0	0.00	0	0.00	281	0.00	281	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	610	0.00	610	0.00
MOTORIST ASSISTANCE OPER SUPER	0	0.00	0	0.00	880	0.00	880	0.00
SENIOR CORE DRILL ASSISTANT	0	0.00	0	0.00	335	0.00	335	0.00
CORE DRILL ASSISTANT	0	0.00	0	0.00	807	0.00	807	0.00
CORE DRILL OPERATOR	0	0.00	0	0.00	778	0.00	778	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	664	0.00	664	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	335	0.00	335	0.00
CORE DRILL SUPERINTENDENT	0	0.00	0	0.00	503	0.00	503	0.00
INTER CORE DRILL ASSISTANT	0	0.00	0	0.00	586	0.00	586	0.00
CORE DRILL SUPERVISOR	0	0.00	0	0.00	431	0.00	431	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	9,213	0.00	9,213	0.00
MOTOR ASSISTANCE SHIFT SUPV	0	0.00	0	0.00	1,951	0.00	1,951	0.00
SENIOR MATERIALS TECHNICIAN	0	0.00	0	0.00	5,224	0.00	5,224	0.00
CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	3,701	0.00	3,701	0.00
SR CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	15,007	0.00	15,007	0.00
DESIGN TECHNICIAN	0	0.00	0	0.00	287	0.00	287	0.00
INTERMEDIATE DESIGN TECHNICN	0	0.00	0	0.00	652	0.00	652	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
ASSISTANT SURVEY TECHNICIAN	0	0.00	0	0.00	269	0.00	269	0.00
INTER CONSTRUCTION TECH	0	0.00	0	0.00	8,308	0.00	8,308	0.00
ASSISTANT DESIGN TECHNICIAN	0	0.00	0	0.00	251	0.00	251	0.00
SENIOR DESIGN TECHNICIAN	0	0.00	0	0.00	5,469	0.00	5,469	0.00
MATERIALS TECHNICIAN	0	0.00	0	0.00	867	0.00	867	0.00
INTER MATERIALS TECH	0	0.00	0	0.00	2,889	0.00	2,889	0.00
SR TR SIGNAL AND LIGHTING TECH	0	0.00	0	0.00	443	0.00	443	0.00
SURVEY TECHNICIAN	0	0.00	0	0.00	1,429	0.00	1,429	0.00
INTERMEDIATE SURVEY TECHNICIAN	0	0.00	0	0.00	317	0.00	317	0.00
SENIOR SURVEY TECHNICIAN	0	0.00	0	0.00	3,285	0.00	3,285	0.00
LAND SURVEYOR IN TRAINING	0	0.00	0	0.00	1,951	0.00	1,951	0.00
LAND SURVEY COORDINATOR	0	0.00	0	0.00	551	0.00	551	0.00
DISTRICT LAND SURVEY MANAGER	0	0.00	0	0.00	2,174	0.00	2,174	0.00
SENIOR FIELD ACQUISITION TECHN	0	0.00	0	0.00	1,825	0.00	1,825	0.00
LEAD FIELD ACQUISITION TECH	0	0.00	0	0.00	832	0.00	832	0.00
FIELD ACQUISITION TECHNICIAN	0	0.00	0	0.00	568	0.00	568	0.00
LAND SURVEY SUPERVISOR	0	0.00	0	0.00	952	0.00	952	0.00
LAND SURVEYOR	0	0.00	0	0.00	4,771	0.00	4,771	0.00
SENIOR CADD SUPPORT SPECIALIST	0	0.00	0	0.00	467	0.00	467	0.00
SENIOR CARTOGRAPHER	0	0.00	0	0.00	383	0.00	383	0.00
FABRICATION TECHNICIAN	0	0.00	0	0.00	431	0.00	431	0.00
STRUCTURAL ANALYST	0	0.00	0	0.00	916	0.00	916	0.00
SENIOR STRUCTURAL TECHNICIAN	0	0.00	0	0.00	2,178	0.00	2,178	0.00
CONSTRUCTION CONTRACT ADMINIST	0	0.00	0	0.00	389	0.00	389	0.00
DIST FINAL PLANS & REP PROC	0	0.00	0	0.00	1,987	0.00	1,987	0.00
STRUCTURAL SPECIALIST	0	0.00	0	0.00	2,801	0.00	2,801	0.00
SR FABRICATION TECHNICIAN	0	0.00	0	0.00	1,054	0.00	1,054	0.00
STRUCTURAL TECHNICIAN	0	0.00	0	0.00	849	0.00	849	0.00
BRIDGE INVENTORY ANALYST	0	0.00	0	0.00	724	0.00	724	0.00
MARKET ANALYSIS COORDINATOR	0	0.00	0	0.00	551	0.00	551	0.00
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	826	0.00	826	0.00
CIVIL RIGHTS SPECIALIST	0	0.00	0	0.00	742	0.00	742	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
INT CIVIL RIGHTS SPECIALIST	0	0.00	0	0.00	1,239	0.00	1,239	0.00
SR CIVIL RIGHTS SPECIALIST	0	0.00	0	0.00	988	0.00	988	0.00
SR ENVIRNMENTAL SPECIALIST	0	0.00	0	0.00	940	0.00	940	0.00
HISTORIC PRESERVATION SPECIALI	0	0.00	0	0.00	754	0.00	754	0.00
INTERMEDIATE CHEMIST	0	0.00	0	0.00	413	0.00	413	0.00
INTRM HISTORIC PRESERVATION SP	0	0.00	0	0.00	826	0.00	826	0.00
SENIOR GIS SPECIALIST	0	0.00	0	0.00	1,850	0.00	1,850	0.00
SR HISTORIC PRESERVATION SPECI	0	0.00	0	0.00	1,455	0.00	1,455	0.00
SENIOR PARALEGAL	0	0.00	0	0.00	1,413	0.00	1,413	0.00
TRANSPORTATION PLANNING SPECIA	0	0.00	0	0.00	3,312	0.00	3,312	0.00
PARALEGAL	0	0.00	0	0.00	371	0.00	371	0.00
INTERMEDIATE PARALEGAL	0	0.00	0	0.00	826	0.00	826	0.00
WETLAND COORDINATOR	0	0.00	0	0.00	581	0.00	581	0.00
SENIOR CHEMIST	0	0.00	0	0.00	1,413	0.00	1,413	0.00
CONSTR MANGMNT SYSTEMS ADMINIS	0	0.00	0	0.00	605	0.00	605	0.00
TRANSP MGT SYS ADMINISTRATOR	0	0.00	0	0.00	1,222	0.00	1,222	0.00
SR OUTDOOR ADVERTISING PERM SP	0	0.00	0	0.00	1,508	0.00	1,508	0.00
DESIGN MGT SYSTEMS ADMINISTRAT	0	0.00	0	0.00	629	0.00	629	0.00
EXTERNAL CIVIL RIGHTS MANAGER	0	0.00	0	0.00	539	0.00	539	0.00
ENVIRONMENTAL SPECIALIST-SS	0	0.00	0	0.00	371	0.00	371	0.00
INT ENVIRONMENTAL SPEC-SS	0	0.00	0	0.00	1,251	0.00	1,251	0.00
SR ENVIRNMENTAL SPEC-SS	0	0.00	0	0.00	2,018	0.00	2,018	0.00
STORMWATER COMPLIANCE COORDINA	0	0.00	0	0.00	575	0.00	575	0.00
INT HISTORIC PRESERV SPEC-NSS	0	0.00	0	0.00	413	0.00	413	0.00
HISTORIC PRESERVATION SPEC-NSS	0	0.00	0	0.00	371	0.00	371	0.00
ASST TO STATE DESIGN ENGR - RW	0	0.00	0	0.00	731	0.00	731	0.00
ASST TRANSP PLANNING DIRECTOR	0	0.00	0	0.00	736	0.00	736	0.00
POLICY/INNOVATION PROGRAM MGR.	0	0.00	0	0.00	617	0.00	617	0.00
GIS SPECIALIST	0	0.00	0	0.00	1,125	0.00	1,125	0.00
INT GIS SPECIALIST	0	0.00	0	0.00	413	0.00	413	0.00
ENVIRONMENTAL CHEMIST	0	0.00	0	0.00	1,695	0.00	1,695	0.00
INTER R/W SPECIALIST	0	0.00	0	0.00	1,682	0.00	1,682	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
ENVIRONMENTAL COMPLNC MANAGER	0	0.00	0	0.00	551	0.00	551	0.00
SR R/W SPECIALIST	0	0.00	0	0.00	6,796	0.00	6,796	0.00
RIGHT OF WAY SPECIALIST	0	0.00	0	0.00	2,256	0.00	2,256	0.00
CHEMICAL LABORATORY DIRECTOR	0	0.00	0	0.00	653	0.00	653	0.00
RIGHT OF WAY MANAGER	0	0.00	0	0.00	3,822	0.00	3,822	0.00
RIGHT OF WAY LIAISON	0	0.00	0	0.00	1,282	0.00	1,282	0.00
CERTIFIED APPRAISER	0	0.00	0	0.00	3,575	0.00	3,575	0.00
DESIGN LIAISON ENGINEER	0	0.00	0	0.00	1,342	0.00	1,342	0.00
ESTIMATE AND REVIEW ENGINEER	0	0.00	0	0.00	641	0.00	641	0.00
RESEARCH ENGINEER	0	0.00	0	0.00	605	0.00	605	0.00
TRAFFIC CENTER MANAGER	0	0.00	0	0.00	743	0.00	743	0.00
INTERMED GEOTECHNICAL SPECIA	0	0.00	0	0.00	485	0.00	485	0.00
STRCTURAL PRELIM & REVIEW ENGR	0	0.00	0	0.00	731	0.00	731	0.00
PROJECT REVIEWER	0	0.00	0	0.00	389	0.00	389	0.00
SENIOR ESTIMATOR	0	0.00	0	0.00	1,114	0.00	1,114	0.00
STANDARDS SPECIALIST	0	0.00	0	0.00	539	0.00	539	0.00
POLICY & INNOVATIONS ENGINEER	0	0.00	0	0.00	665	0.00	665	0.00
ASST STATE DESIGN ENGR - LPA	0	0.00	0	0.00	736	0.00	736	0.00
SR STRUCTURAL ENGINEER	0	0.00	0	0.00	2,444	0.00	2,444	0.00
AST DISTRICT CONSTR & MATER EN	0	0.00	0	0.00	3,594	0.00	3,594	0.00
DISTRICT CONST & MATERIALS ENG	0	0.00	0	0.00	4,989	0.00	4,989	0.00
ASSISTANT TO THE RESIDENT ENGI	0	0.00	0	0.00	4,738	0.00	4,738	0.00
BRIDGE RATING & INVENT ENGR	0	0.00	0	0.00	689	0.00	689	0.00
STRUCTURAL HYDRAULICS ENGINEER	0	0.00	0	0.00	719	0.00	719	0.00
TRANSPORTATION PROJECT MGR	0	0.00	0	0.00	14,582	0.00	14,582	0.00
PAVEMENT ENGINEER	0	0.00	0	0.00	1,186	0.00	1,186	0.00
DISTRICT DESIGN ENGINEER	0	0.00	0	0.00	2,864	0.00	2,864	0.00
GEOLOGIST	0	0.00	0	0.00	1,767	0.00	1,767	0.00
TRANSP PLANNING COORDINATOR	0	0.00	0	0.00	1,641	0.00	1,641	0.00
DISTRICT PLANNING MANAGER	0	0.00	0	0.00	2,636	0.00	2,636	0.00
STRUCTURAL PROJECT MANAGER	0	0.00	0	0.00	677	0.00	677	0.00
SENIOR MATERIALS SPECIALIST	0	0.00	0	0.00	515	0.00	515	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
INTER CONST INSPECTOR	0	0.00	0	0.00	18,003	0.00	18,003	0.00
INTER HIGHWAY DESIGNER	0	0.00	0	0.00	7,849	0.00	7,849	0.00
INTER STRUCTURAL DESIGNER	0	0.00	0	0.00	970	0.00	970	0.00
CADD SUPPORT ANALYST	0	0.00	0	0.00	1,138	0.00	1,138	0.00
OFF-SYSTEM PLANS REVIEWER	0	0.00	0	0.00	1,006	0.00	1,006	0.00
INTER MATERIALS SPEC	0	0.00	0	0.00	485	0.00	485	0.00
COMPUTER LIAISON, DESIGN	0	0.00	0	0.00	503	0.00	503	0.00
CONSTRUCTION INSPECTOR	0	0.00	0	0.00	12,820	0.00	12,820	0.00
STRUCTURAL LIAISON ENGINEER	0	0.00	0	0.00	2,181	0.00	2,181	0.00
TRANSP PROJECT DESIGNER	0	0.00	0	0.00	15,035	0.00	15,035	0.00
DISTRICT UTILITIES ENGINEER	0	0.00	0	0.00	1,833	0.00	1,833	0.00
BID & CONTRACT SERVICE ENGR	0	0.00	0	0.00	718	0.00	718	0.00
ESTIMATOR	0	0.00	0	0.00	491	0.00	491	0.00
FIELD MATERIALS ENGR	0	0.00	0	0.00	1,767	0.00	1,767	0.00
INTER MATERIALS INSPECTOR	0	0.00	0	0.00	3,550	0.00	3,550	0.00
SENIOR MATERIALS INSPECTOR	0	0.00	0	0.00	12,090	0.00	12,090	0.00
SR GEOTECHNICAL SPECIALIST	0	0.00	0	0.00	1,012	0.00	1,012	0.00
HIGHWAY DESIGNER	0	0.00	0	0.00	3,735	0.00	3,735	0.00
MATERIALS INSPECTOR	0	0.00	0	0.00	3,268	0.00	3,268	0.00
PHYSICAL LABORATORY DIRECTOR	0	0.00	0	0.00	689	0.00	689	0.00
INTER TRANSPORTATION PLANNER	0	0.00	0	0.00	1,724	0.00	1,724	0.00
TRANSPORT SYSTEM ANALYSIS ENGR	0	0.00	0	0.00	719	0.00	719	0.00
RESIDENT ENGINEER	0	0.00	0	0.00	18,308	0.00	18,308	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	54,037	0.00	54,037	0.00
SENIOR HIGHWAY DESIGNER	0	0.00	0	0.00	24,828	0.00	24,828	0.00
SR TRANSPORTATION PLANNER	0	0.00	0	0.00	5,245	0.00	5,245	0.00
BRIDGE LOC & LAYOUT DESIGNER	0	0.00	0	0.00	581	0.00	581	0.00
SR STRUCTURAL DESIGNER	0	0.00	0	0.00	1,557	0.00	1,557	0.00
GEOTECHNICAL ENGINEER	0	0.00	0	0.00	617	0.00	617	0.00
GEOTECHNICAL DIRECTOR	0	0.00	0	0.00	689	0.00	689	0.00
TRAFFIC STUDIES SPECIALIST	0	0.00	0	0.00	431	0.00	431	0.00
TRANSPORTATION PLANNER	0	0.00	0	0.00	1,987	0.00	1,987	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>MoDOT Pay Plan - 1605006</b>								
DISTRICT DESIGN LIAISON	0	0.00	0	0.00	521	0.00	521	0.00
PLANNING AND PROGRAMMING COORD	0	0.00	0	0.00	1,396	0.00	1,396	0.00
ORGANIZATIONAL PERFORMANCE SPE	0	0.00	0	0.00	539	0.00	539	0.00
ENVIRONMENTAL & HIST PRESV MGR	0	0.00	0	0.00	665	0.00	665	0.00
HISTORIC PRESERVATION MANAGER	0	0.00	0	0.00	641	0.00	641	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>416,052</b>	<b>0.00</b>	<b>416,052</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$416,052</b>	<b>0.00</b>	<b>\$416,052</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$416,052</b>	<b>0.00</b>	<b>\$416,052</b>	<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>MoDOT Pay Plan - 1605006</b>								
MOTOR CARRIER AGENT	0	0.00	0	0.00	1,932	0.00	1,932	0.00
SR TRAFFIC SYSTEMS OPERATOR	0	0.00	0	0.00	708	0.00	708	0.00
INCIDENT MANAGEMENT COORDINATR	0	0.00	0	0.00	540	0.00	540	0.00
ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	282	0.00	282	0.00
SR ADMINISTRATIVE TECHNICIAN	0	0.00	0	0.00	660	0.00	660	0.00
SENIOR OFFICE ASSISTANT	0	0.00	0	0.00	788	0.00	788	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	984	0.00	984	0.00
SENIOR GENERAL SERVICES TECHNI	0	0.00	0	0.00	348	0.00	348	0.00
SR MOTOR CARRIER TECHNICIAN	0	0.00	0	0.00	318	0.00	318	0.00
BR INSPECTION CREW SUPERVISOR	0	0.00	0	0.00	1,413	0.00	1,413	0.00
INT BR INSPECTION CREW MEMBER	0	0.00	0	0.00	684	0.00	684	0.00
BRIDGE INSPECTION CREW MEMBER	0	0.00	0	0.00	319	0.00	319	0.00
BRIDGE INSPECTION CREW LEADER	0	0.00	0	0.00	433	0.00	433	0.00
MAINTENANCE CREW LEADER	0	0.00	0	0.00	140,558	0.00	140,558	0.00
SENIOR MAINTENANCE TECHNICIAN	0	0.00	0	0.00	2,172	0.00	2,172	0.00
TRAFFIC SYSTEMS OPERATOR	0	0.00	0	0.00	1,188	0.00	1,188	0.00
TRAFFIC SYSTEMS SUPERVISOR	0	0.00	0	0.00	1,176	0.00	1,176	0.00
SENIOR CUSTOMER SERVICE REP	0	0.00	0	0.00	2,586	0.00	2,586	0.00
ASSISTANT EQUIPMENT TECHNICIAN	0	0.00	0	0.00	859	0.00	859	0.00
CUSTOMER SERVICE REP	0	0.00	0	0.00	1,415	0.00	1,415	0.00
GENERAL LABORER	0	0.00	0	0.00	253	0.00	253	0.00
BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	9,674	0.00	9,674	0.00
BRIDGE MAINTENANCE CREW LEADER	0	0.00	0	0.00	6,250	0.00	6,250	0.00
URBAN TRAFFIC SUPERVISOR	0	0.00	0	0.00	1,017	0.00	1,017	0.00
INT BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	3,942	0.00	3,942	0.00
SR BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	6,083	0.00	6,083	0.00
ASST BRIDGE MAINTENANCE SUPERV	0	0.00	0	0.00	390	0.00	390	0.00
BRIDGE MAINTENANCE SUPERVISOR	0	0.00	0	0.00	3,614	0.00	3,614	0.00
SENIOR TRAFFIC TECHNICIAN-NSS	0	0.00	0	0.00	750	0.00	750	0.00
INT MOTOR CARRIER AGENT	0	0.00	0	0.00	294	0.00	294	0.00
SR MOTOR CARRIER AGENT	0	0.00	0	0.00	4,464	0.00	4,464	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	115,961	0.00	115,961	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>MoDOT Pay Plan - 1605006</b>								
MAINT SUPERINTENDENT	0	0.00	0	0.00	18,218	0.00	18,218	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	150,144	0.00	150,144	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	298,043	0.00	298,043	0.00
MAINTENANCE SUPERVISOR	0	0.00	0	0.00	71,895	0.00	71,895	0.00
ASST MAINTENANCE SUPERVISOR	0	0.00	0	0.00	29,673	0.00	29,673	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	1,362	0.00	1,362	0.00
INTER TRAFFIC TECHNICIAN	0	0.00	0	0.00	318	0.00	318	0.00
SENIOR TRAFFIC TECHNICIAN	0	0.00	0	0.00	3,294	0.00	3,294	0.00
SR TR SIGNAL AND LIGHTING TECH	0	0.00	0	0.00	15,678	0.00	15,678	0.00
TRAFFIC SUPERVISOR	0	0.00	0	0.00	3,336	0.00	3,336	0.00
EQUIPMENT TECHNICIAN	0	0.00	0	0.00	2,889	0.00	2,889	0.00
INTERMEDIATE EQUIPMENT TECH	0	0.00	0	0.00	6,114	0.00	6,114	0.00
SENIOR EQUIPMENT TECHNICIAN	0	0.00	0	0.00	46,662	0.00	46,662	0.00
EQUIPMENT TECHNICIAN SUPERVISO	0	0.00	0	0.00	6,043	0.00	6,043	0.00
INT TR SIGNAL AND LIGHTING TEC	0	0.00	0	0.00	8,262	0.00	8,262	0.00
TR SIGNAL AND LIGHTING TECHNIC	0	0.00	0	0.00	9,319	0.00	9,319	0.00
MCS SYSTEM & TRAINING ANALYST	0	0.00	0	0.00	1,176	0.00	1,176	0.00
SENIOR TRAFFIC SPECIALIST	0	0.00	0	0.00	8,226	0.00	8,226	0.00
MOTOR CARRIER COMPLIANCE SUPV	0	0.00	0	0.00	1,818	0.00	1,818	0.00
TRAFFIC SPECIALIST	0	0.00	0	0.00	1,572	0.00	1,572	0.00
TRAFFIC OPERATIONS SUPERVISOR	0	0.00	0	0.00	492	0.00	492	0.00
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	414	0.00	414	0.00
SPECIAL PROJECTS COORD	0	0.00	0	0.00	618	0.00	618	0.00
MC INVESTIGATIONS ADMINISTRATR	0	0.00	0	0.00	678	0.00	678	0.00
TRANSPORTATION PROGRAM MANAGEF	0	0.00	0	0.00	534	0.00	534	0.00
TRANSP ENFRCMNT INVESTIGATOR	0	0.00	0	0.00	3,744	0.00	3,744	0.00
SR TRNS ENFRCEMNT INVESTIGATOR	0	0.00	0	0.00	7,896	0.00	7,896	0.00
TRANS ENFORCEMENT INVESTI SUPV	0	0.00	0	0.00	1,902	0.00	1,902	0.00
MC INVESTIGATIONS SPEC	0	0.00	0	0.00	936	0.00	936	0.00
HWY SAFETY PROG ADMINISTRATOR	0	0.00	0	0.00	630	0.00	630	0.00
SR OUTDOOR ADVERTISING PERM SP	0	0.00	0	0.00	1,674	0.00	1,674	0.00
MOTOR CARRIER PROJECT MANAGER	0	0.00	0	0.00	1,140	0.00	1,140	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>MoDOT Pay Plan - 1605006</b>								
COMMRCIAL MTR VEHICLE PROG MGR	0	0.00	0	0.00	535	0.00	535	0.00
EMERGENCY MANAGEMENT LIAISON	0	0.00	0	0.00	667	0.00	667	0.00
OUTDOOR ADVERTISING MANAGER	0	0.00	0	0.00	1,098	0.00	1,098	0.00
INTER SYSTEM MANAGEMENT SPECIA	0	0.00	0	0.00	828	0.00	828	0.00
ROADSIDE MANAGER	0	0.00	0	0.00	2,310	0.00	2,310	0.00
SR INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	462	0.00	462	0.00
SR SYSTEM MANAGEMENT SPECIALIS	0	0.00	0	0.00	3,348	0.00	3,348	0.00
ASST TO CAO - HEALTH&WELLNESS	0	0.00	0	0.00	732	0.00	732	0.00
TRAFFIC LIAISON ENGINEER	0	0.00	0	0.00	1,332	0.00	1,332	0.00
SENIOR PAVEMENT SPECIALIST	0	0.00	0	0.00	1,560	0.00	1,560	0.00
TRAFFIC CENTER MANAGER	0	0.00	0	0.00	666	0.00	666	0.00
TRAFFIC MNGMNT & OPERATION ENG	0	0.00	0	0.00	1,836	0.00	1,836	0.00
TRAFFIC SAFETY ENGINEER	0	0.00	0	0.00	576	0.00	576	0.00
BRIDGE INSPECTOR	0	0.00	0	0.00	2,074	0.00	2,074	0.00
ASST DISTRICT BRIDGE ENGINEER	0	0.00	0	0.00	1,164	0.00	1,164	0.00
DISTRICT MAINTENANCE ENGINEER	0	0.00	0	0.00	1,394	0.00	1,394	0.00
ASST DIST MAINTENANCE ENGINEER	0	0.00	0	0.00	1,782	0.00	1,782	0.00
ASST DIST MAINT & TRAFF ENGINE	0	0.00	0	0.00	1,188	0.00	1,188	0.00
DISTRICT MAINT & TRAFFIC ENGIN	0	0.00	0	0.00	721	0.00	721	0.00
STATEWIDE INCIDENT RESPONSE CO	0	0.00	0	0.00	642	0.00	642	0.00
MAINTENANCE ENGINEERING SPCLST	0	0.00	0	0.00	432	0.00	432	0.00
SENIOR MAINT ENGINEERING SPECI	0	0.00	0	0.00	516	0.00	516	0.00
AREA ENGINEER	0	0.00	0	0.00	11,136	0.00	11,136	0.00
DISTRICT TRAFFIC ENGINEER	0	0.00	0	0.00	2,794	0.00	2,794	0.00
DISTRICT BRIDGE ENGINEER	0	0.00	0	0.00	1,941	0.00	1,941	0.00
INT TR STUDIES SPECIALIST	0	0.00	0	0.00	1,446	0.00	1,446	0.00
TRAFFIC OPERATIONS ENGINEER	0	0.00	0	0.00	3,600	0.00	3,600	0.00
SENIOR TRAFFIC STUDIES SPECIAL	0	0.00	0	0.00	7,302	0.00	7,302	0.00
DISTRICT UTILITIES ENGINEER	0	0.00	0	0.00	583	0.00	583	0.00
MAINTENANCE LIAISON ENGINEER	0	0.00	0	0.00	678	0.00	678	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>MoDOT Pay Plan - 1605006</b>								
TRAFFIC STUDIES SPECIALIST	0	0.00	0	0.00	1,278	0.00	1,278	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,073,376</b>	<b>0.00</b>	<b>1,073,376</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,073,376</b>	<b>0.00</b>	<b>\$1,073,376</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,244</b>	<b>0.00</b>	<b>\$2,244</b>	<b>0.00</b>
<b>OTHER FUNDS</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,071,132</b>	<b>0.00</b>	<b>\$1,071,132</b>	<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FLEET,FACILITIES&amp;INFO SYSTEMS</b>								
<b>MoDOT Pay Plan - 1605006</b>								
OFFICE ASSISTANT	0	0.00	0	0.00	230	0.00	230	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	320	0.00	320	0.00
GENERAL SERVICES TECHNICIAN	0	0.00	0	0.00	284	0.00	284	0.00
SENIOR GENERAL SERVICES TECHNI	0	0.00	0	0.00	984	0.00	984	0.00
SENIOR SUPPLY AGENT	0	0.00	0	0.00	960	0.00	960	0.00
INFORMATION SYSTEMS TECHNICIAN	0	0.00	0	0.00	284	0.00	284	0.00
INTERMEDIATE IS TECHNICIAN	0	0.00	0	0.00	320	0.00	320	0.00
SENIOR INF SYSTEMS TECHNICIAN	0	0.00	0	0.00	362	0.00	362	0.00
FACILITY OPERATIONS CREW WORKE	0	0.00	0	0.00	568	0.00	568	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	380	0.00	380	0.00
SENIOR BUILDING CUSTODIAN	0	0.00	0	0.00	242	0.00	242	0.00
SR FACILITY OPERATIONS CREW WO	0	0.00	0	0.00	1,316	0.00	1,316	0.00
FACILITY OPERATIONS SUPERVISOR	0	0.00	0	0.00	3,658	0.00	3,658	0.00
FACILITY OPERATIONS SPECIALIST	0	0.00	0	0.00	2,166	0.00	2,166	0.00
SENIOR FACILITY OPERATIONS SPE	0	0.00	0	0.00	6,446	0.00	6,446	0.00
AIRPLANE PILOT	0	0.00	0	0.00	532	0.00	532	0.00
EQUIP TECH SUPPORT SPECIALIST	0	0.00	0	0.00	958	0.00	958	0.00
SR GENERAL SERVICES SPEC	0	0.00	0	0.00	6,212	0.00	6,212	0.00
GENERAL SERVICES SPEC	0	0.00	0	0.00	1,128	0.00	1,128	0.00
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	2,852	0.00	2,852	0.00
INF SYSTEMS PROJECT MANAGER	0	0.00	0	0.00	1,090	0.00	1,090	0.00
INFORMATION SYSTEMS SUPERVISOR	0	0.00	0	0.00	2,432	0.00	2,432	0.00
GENERAL SERVICES MANAGER	0	0.00	0	0.00	3,384	0.00	3,384	0.00
SENIOR PROCUREMENT AGENT	0	0.00	0	0.00	2,886	0.00	2,886	0.00
INFO SYS TECHNOLOGY SPECIALIST	0	0.00	0	0.00	644	0.00	644	0.00
PROCUREMENT AGENT	0	0.00	0	0.00	1,496	0.00	1,496	0.00
CENTRAL OFFICE GENERAL SERV MG	0	0.00	0	0.00	1,608	0.00	1,608	0.00
INTERM GEN SERV SPECIALIST	0	0.00	0	0.00	2,478	0.00	2,478	0.00
DIST INFORMATION SYSTM MANAGER	0	0.00	0	0.00	2,186	0.00	2,186	0.00
LEAD INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	10,652	0.00	10,652	0.00
ASST IS DIRECTOR	0	0.00	0	0.00	734	0.00	734	0.00
INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	6,080	0.00	6,080	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FLEET,FACILITIES&amp;INFO SYSTEMS</b>								
<b>MoDOT Pay Plan - 1605006</b>								
SR INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	14,118	0.00	14,118	0.00
DISTRICT MAINTENANCE ENGINEER	0	0.00	0	0.00	746	0.00	746	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>80,736</b>	<b>0.00</b>	<b>80,736</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$80,736</b>	<b>0.00</b>	<b>\$80,736</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$80,736</b>	<b>0.00</b>	<b>\$80,736</b>	<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MULTIMODAL OPERATIONS ADMIN</b>								
<b>MoDOT Pay Plan - 1605006</b>								
RAIL SAFETY SPECIALIST	0	0.00	0	0.00	1,826	0.00	1,826	0.00
SR RAILROAD SAFETY INSPECTOR	0	0.00	0	0.00	2,026	0.00	2,026	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	343	0.00	343	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	308	0.00	308	0.00
AVIATION OPERATIONS MANAGER	0	0.00	0	0.00	612	0.00	612	0.00
RAILROAD OPERATIONS MANAGER	0	0.00	0	0.00	530	0.00	530	0.00
INTERM MULTIMODAL OPER SPECIAL	0	0.00	0	0.00	430	0.00	430	0.00
SR MULTIMODAL OPER SPECIALIST	0	0.00	0	0.00	2,729	0.00	2,729	0.00
ADMIN OF FREIGHT & WATERWAYS	0	0.00	0	0.00	660	0.00	660	0.00
SR FINANCIAL SERVICES SPECIALI	0	0.00	0	0.00	467	0.00	467	0.00
ADMINISTRATOR OF AVIATION	0	0.00	0	0.00	708	0.00	708	0.00
ADMINISTRATOR OF RAILROADS	0	0.00	0	0.00	681	0.00	681	0.00
ADMINISTRATOR OF TRANSIT	0	0.00	0	0.00	701	0.00	701	0.00
RAILROAD PROJECTS MANAGER	0	0.00	0	0.00	551	0.00	551	0.00
AVIATION PROGRAMS MANAGER	0	0.00	0	0.00	672	0.00	672	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	1,128	0.00	1,128	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>14,372</b>	<b>0.00</b>	<b>14,372</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$14,372</b>	<b>0.00</b>	<b>\$14,372</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,439</b>	<b>0.00</b>	<b>\$2,439</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$11,933</b>	<b>0.00</b>	<b>\$11,933</b>	<b>0.00</b>



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**NEW DECISION ITEM**  
**RANK: 3 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: Multiple</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$212	\$2,809,276	\$2,809,488
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$212</b>	<b>\$2,809,276</b>	<b>\$2,809,488</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$123	\$1,629,634	\$1,629,757
<b>HB 5</b>	\$0	\$16	\$216,876	\$216,892

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$212	\$2,809,276	\$2,809,488
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$212</b>	<b>\$2,809,276</b>	<b>\$2,809,488</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$123	\$1,629,634	\$1,629,757
<b>HB 5</b>	\$0	\$16	\$216,876	\$216,892

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/>	New Legislation	<input type="checkbox"/>	New Program	<input type="checkbox"/>	Fund Switch
<input type="checkbox"/>	Federal Mandate	<input type="checkbox"/>	Program Expansion	<input type="checkbox"/>	Cost to Continue
<input type="checkbox"/>	GR Pick-Up	<input type="checkbox"/>	Space Request	<input type="checkbox"/>	Equipment Replacement
<input checked="" type="checkbox"/>	Pay Plan	<input type="checkbox"/>	Other:		

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested as part of a three-year strategy to increase salaries for employees in job titles identified as the least competitive with market, where internal equity issues exist or where the department has the highest rates of resignations. The plan would help to move employees in these job titles closer to the midpoint of their salary range. As part of the department's organizational assessment completed last year, job titles were identified as experiencing high rates of turnover and/or being paid salaries significantly lagging the external market. The goal of this increase is to reduce turnover that is a threat to the stability of our workforce.

**The Governor's Recommendation is the same as the department's request.**



## NEW DECISION ITEM

RANK: 3 OF 19

<b>Department of Transportation</b>	<b>Budget Unit: <u>Multiple</u></b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: <u>Multiple</u></b>

The Department's request for the fiscal year 2021 Market Adjustment Pay Plan by fund is as follows:

Administration	\$18,424	State Road Fund
Construction	\$364,448	State Road Fund
Maintenance	\$2,388,708	State Road Fund
Highway Safety	\$0	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$34,908	State Road Fund
Multimodal Operations	\$212	Multimodal Operations Federal Fund
Multimodal Operations	\$393	State Road Fund
Multimodal Operations	\$348	Railroad Expense Fund
Multimodal Operations	\$121	State Transportation Fund
Multimodal Operations	\$1,926	Aviation Trust Fund
	<b><u>\$2,809,488</u></b>	

The Governor's Recommendation for the fiscal year 2021 Market Adjustment Pay Plan by fund is as follows:

Administration	\$18,424	State Road Fund
Construction	\$364,448	State Road Fund
Maintenance	\$2,388,708	State Road Fund
Highway Safety	\$0	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$34,908	State Road Fund
Multimodal Operations	\$212	Multimodal Operations Federal Fund
Multimodal Operations	\$393	State Road Fund
Multimodal Operations	\$348	Railroad Expense Fund
Multimodal Operations	\$121	State Transportation Fund
Multimodal Operations	\$1,926	Aviation Trust Fund
	<b><u>\$2,809,488</u></b>	



NEW DECISION ITEM  
RANK: 3 OF 19

Department of Transportation				Budget Unit: <u>Multiple</u>					
Division: Department Wide									
DI Name: FY21 Market Adjustment Pay Plan				DI# 1605007		HB Section: <u>Multiple</u>			

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

The amount requested is part of a three-year strategy to increase salaries for employees in job titles identified as the least competitive with market, where internal equity issues exist or where the department has the highest rates of resignations. The plan would help to move employees in these job titles closer to the midpoint of their salary range.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$212	0.0	\$2,809,276	0.0	\$2,809,488	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$212</b>	<b>0.0</b>	<b>\$2,809,276</b>	<b>0.0</b>	<b>\$2,809,488</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$212</b>	<b>0.0</b>	<b>\$2,809,276</b>	<b>0.0</b>	<b>\$2,809,488</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 3 OF 19

Department of Transportation			Budget Unit: <u>Multiple</u>						
Division: Department Wide									
DI Name: FY21 Market Adjustment Pay Plan		DI# 1605007	HB Section: <u>Multiple</u>						
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$212	0.0	\$2,809,276	0.0	\$2,809,488	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$212</b>	<b>0.0</b>	<b>\$2,809,276</b>	<b>0.0</b>	<b>\$2,809,488</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$212</b>	<b>0.0</b>	<b>\$2,809,276</b>	<b>0.0</b>	<b>\$2,809,488</b>	<b>0.0</b>	<b>\$0</b>

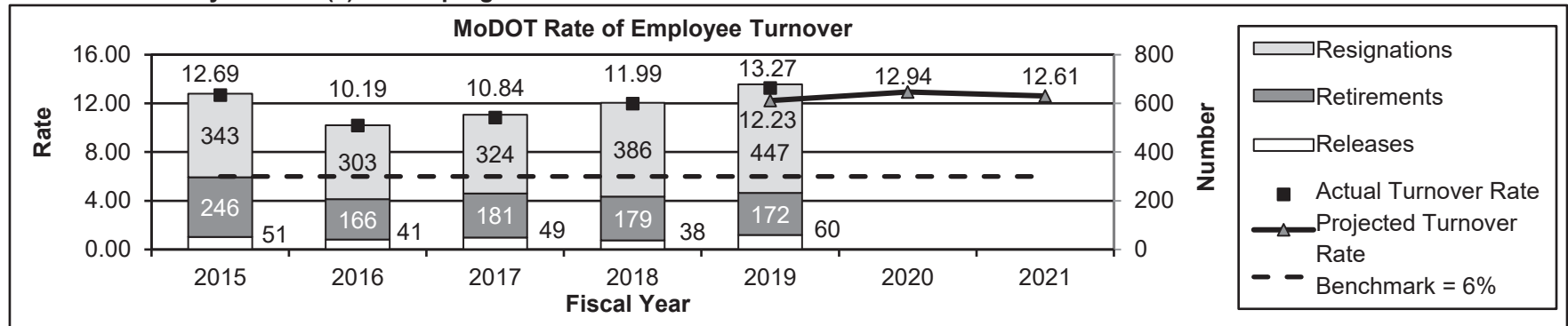


**NEW DECISION ITEM**  
**RANK: 3 OF 19**

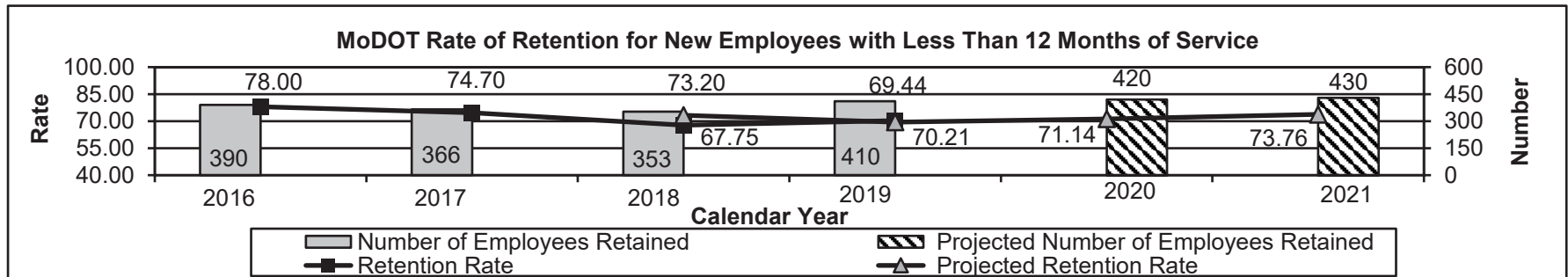
<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: Multiple</b>

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



The turnover rate shows the percentage of employees who left the department during each fiscal year. The benchmark data is from Price Waterhouse Cooper's Saratoga Institute's trends in workforce analytics report. The 2020 projection was established by projecting a 2.5 percent reduction in the 2019 actual rate of employee turnover. The 2021 projection was established by projecting a 5 percent reduction in the 2019 actual rate of employee turnover, assuming the department receives the additional funding requested in fiscal year 2021.

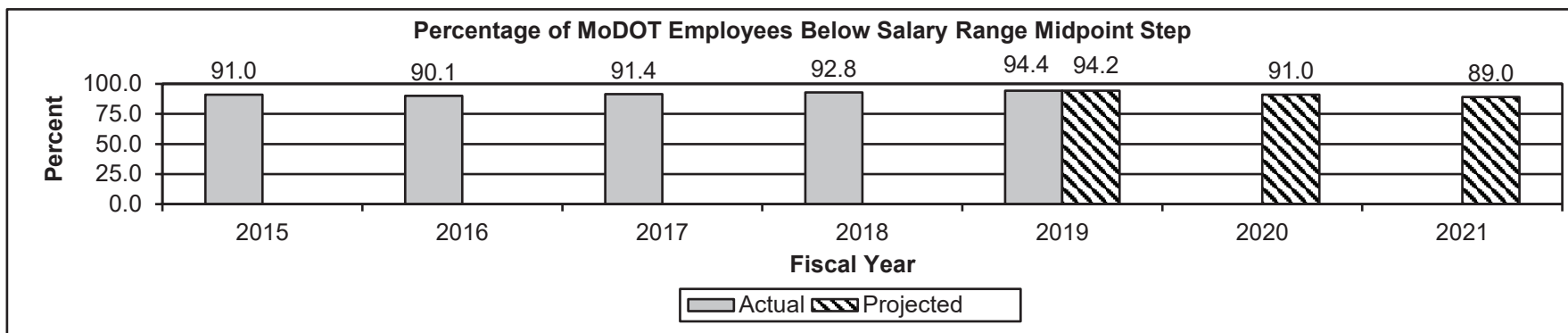


The rate of retention for new employees is a percentage of MoDOT employees who remained employed with the department for 12 months divided by the total number of new employees hired within the same time period. For calendar year 2019, this was 410 of 584 first year employees. The calendar year 2020 projected retention rate is based on a 2.5 percent increase in the number of retained employees in calendar year 2019. The calendar year 2021 projected retention rate is based on a 5 percent increase in the number of retained employees in calendar year 2019, assuming the department receives the additional funding requested in fiscal year 2021.

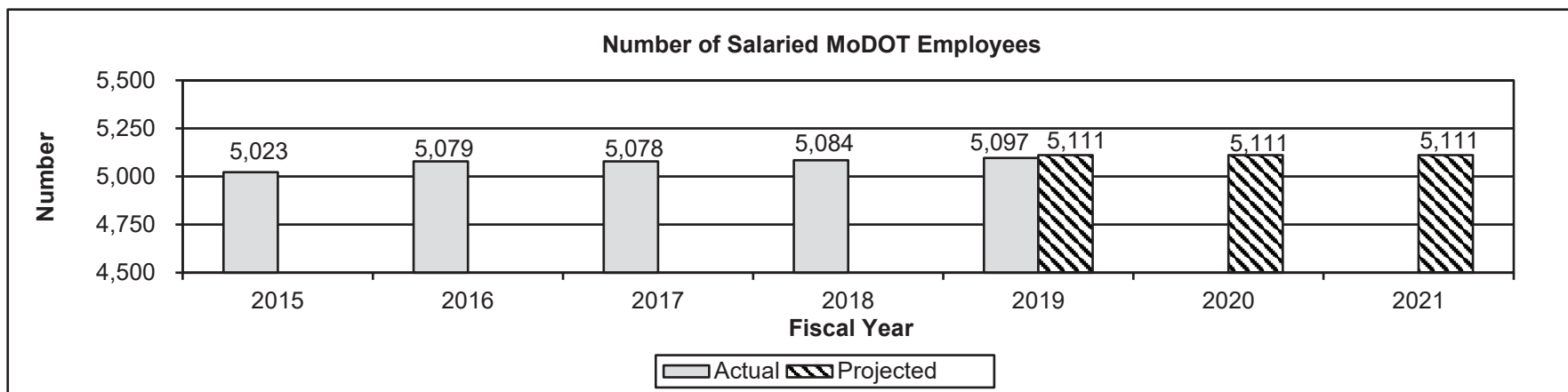


**NEW DECISION ITEM**  
**RANK: 3 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: Multiple</b>



Each salary grade on MoDOT's salary grid contains 18 steps. Step 10 of each salary grade is the step that most closely approximates the market midpoint of each salary range. The 2020 and 2021 projections are based on receiving the additional funding for pay increases in the department's request for those respective years. The department's goal is to reduce the percentage of MoDOT employees below their salary range midpoint step to 70 percent or less.



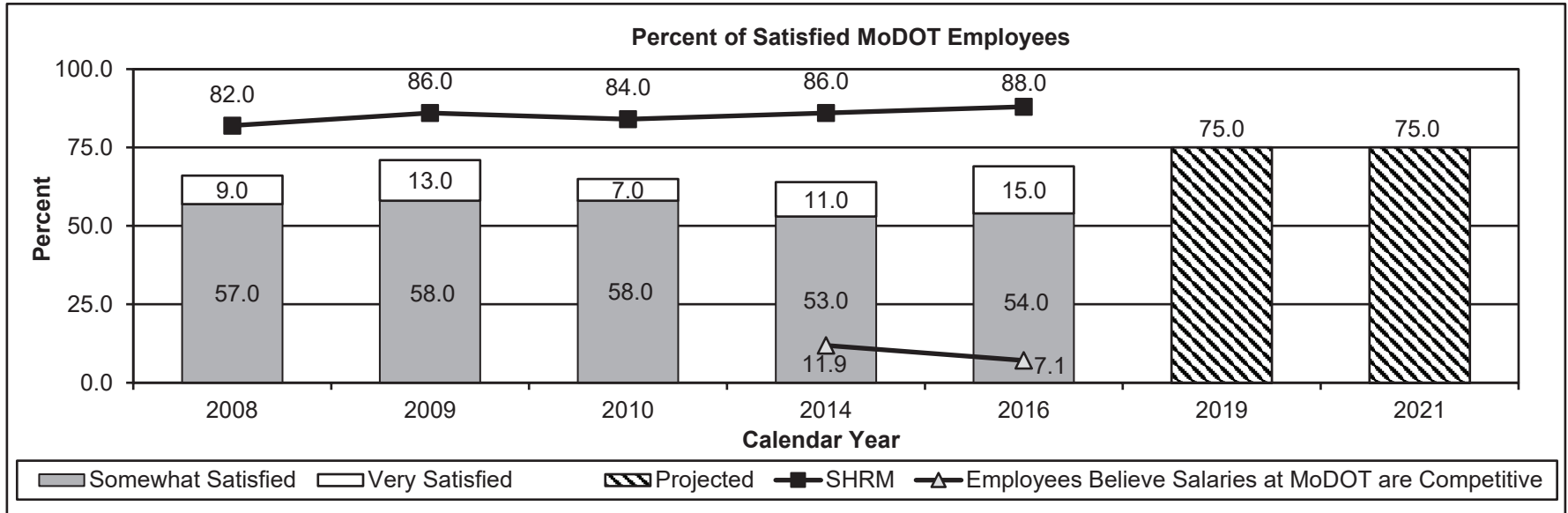
This performance measure shows the number of salaried employees by fiscal year, not full-time equivalents (FTEs). FTE is the total number of hours worked or on paid leave divided by 2,080. The projections are based on the department's goal of salaried employees.



**NEW DECISION ITEM**  
**RANK: 3 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: Multiple</b>

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of satisfied employees from employee engagement surveys conducted by a third party vendor. Employees were asked to indicate their level of agreement with each question on a five-point scale with five meaning strongly agree and one meaning strongly disagree. Questions were grouped into the following eight subscales: my supervisor; diversity and inclusion; teamwork; communication; my job; engagement; fairness and respect; and leadership. Strongly agree and somewhat agree responses on a total of 18 questions were used to calculate the percent of satisfied employees at MoDOT. The 2019 and 2021 projections are based on targets set by the department. The benchmark data is from the annual job satisfaction survey of 55 Fortune 500 companies by the Society for Human Resources Management (SHRM). The employee engagement survey was not conducted in calendar years 2011, 2012, 2013, 2015, 2017 and 2018.

This chart also shows the percent of employees that strongly agreed or somewhat agreed that the salaries at MoDOT were competitive with similar jobs found elsewhere for calendar years 2014 and 2016. In the survey, employees were given an opportunity to provide any comments or suggestions to MoDOT. Of the 1,497 comments submitted by employees in the 2016 survey, 947, or 63.3 percent were related to concerns about pay.

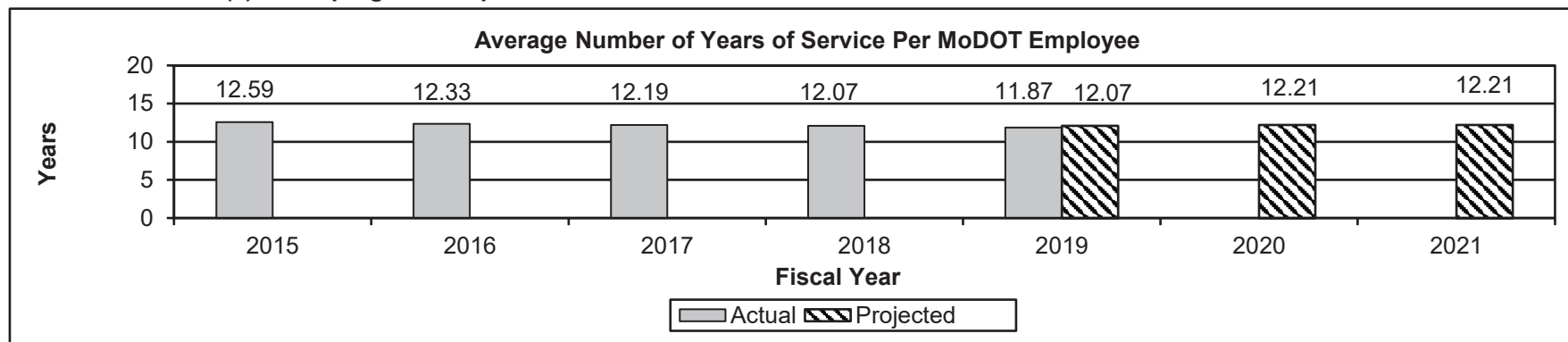


**NEW DECISION ITEM**  
**RANK: 3 OF 19**

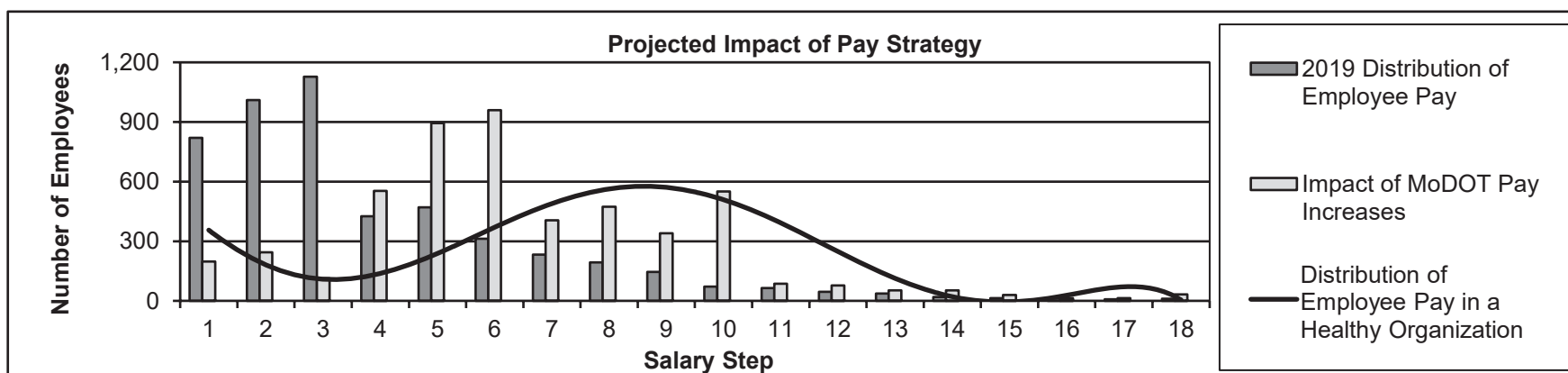
**Department of Transportation**  
**Division: Department Wide**  
**DI Name: FY21 Market Adjustment Pay Plan**      **DI# 1605007**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6c. Provide a measure(s) of the program's impact.**



The 2020 and 2021 projections are based on maintaining the current average number of years of service per MoDOT employee. MoDOT anticipates generational turnover to increase and is requesting increases in compensation to help maintain this average by retaining new employees for a longer period of time.

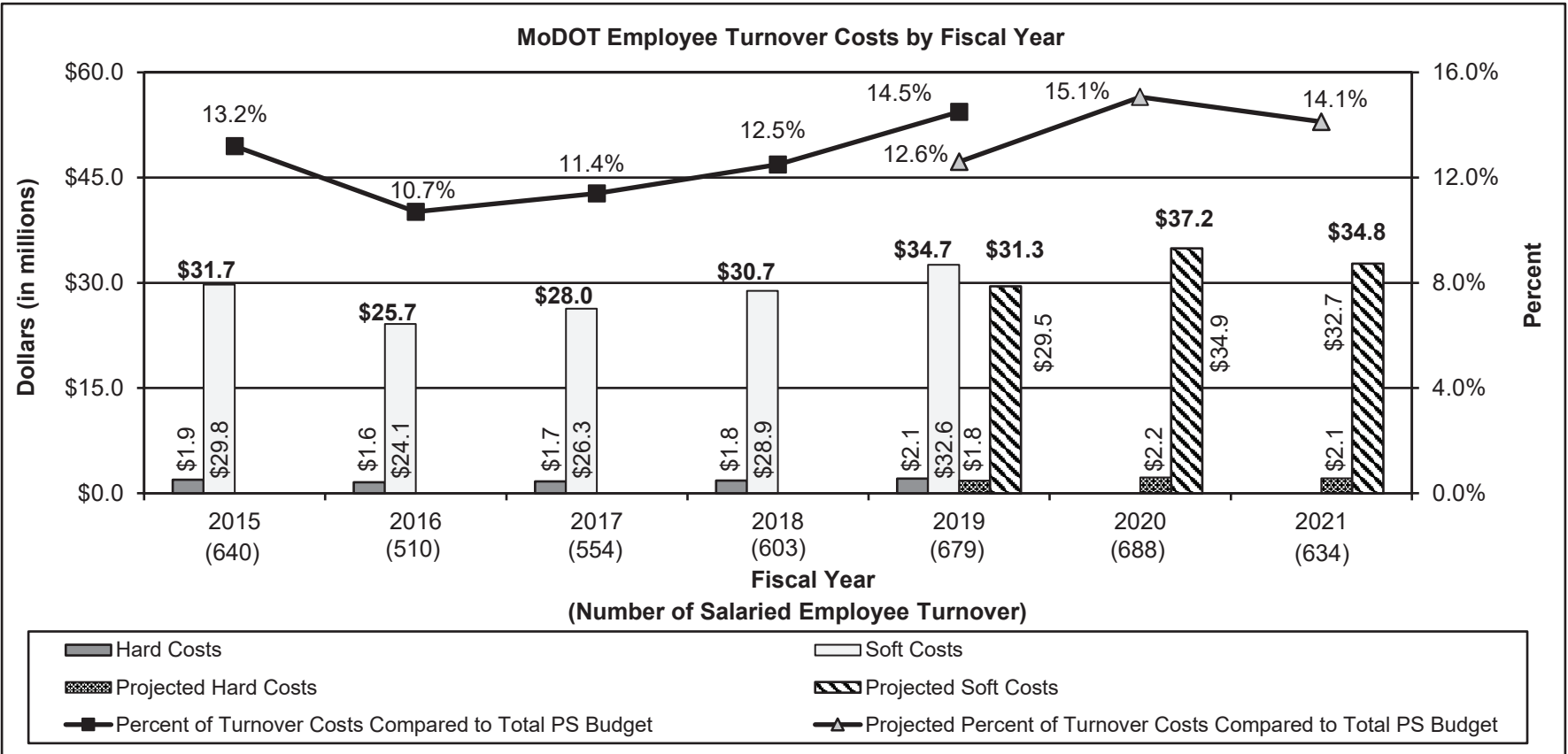


Each salary grade on MoDOT's salary grid contains 18 steps. This chart shows how MoDOT's distribution of employee pay currently looks and how it would look if the department was able to fully implement requested pay increases.



**NEW DECISION ITEM**  
**RANK: 3 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: Multiple</b>



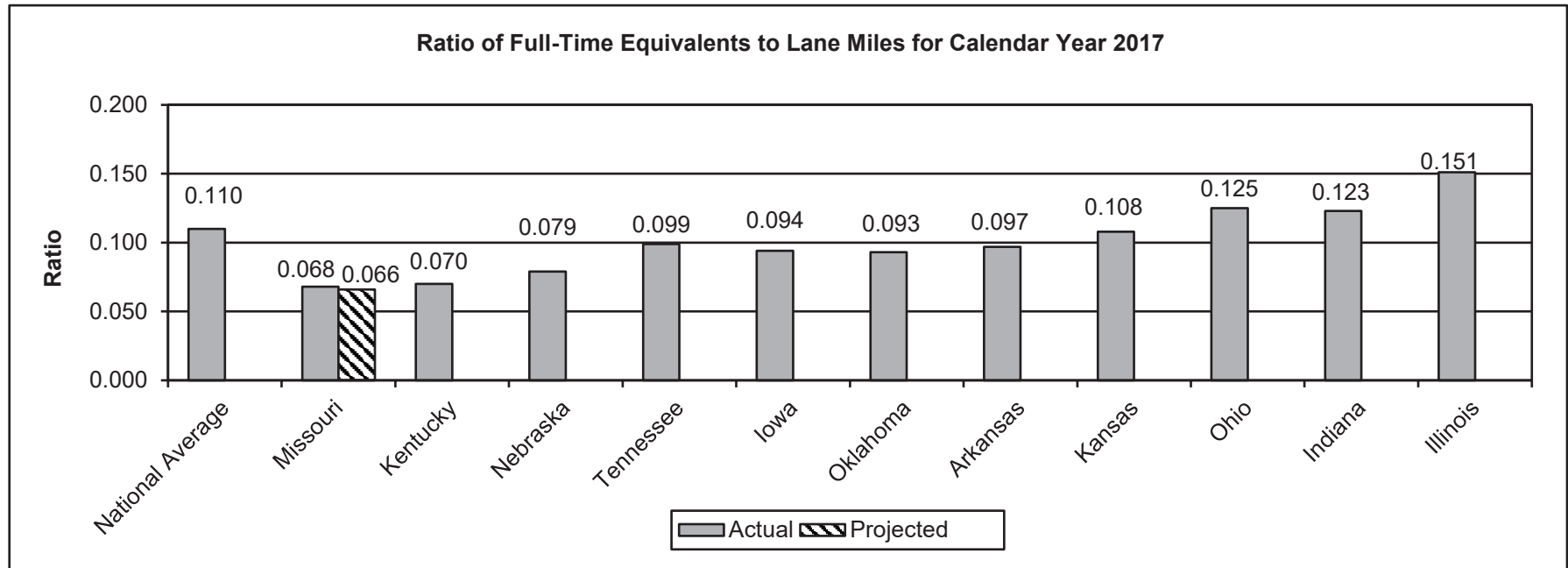
The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. This chart also shows the percentage of turnover costs compared to the total personal services (PS) budget by fiscal year. The projections are based on the department's rate of employee turnover projections for each year.



**NEW DECISION ITEM**  
**RANK: 3 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Market Adjustment Pay Plan</b>	<b>DI# 1605007</b>
	<b>HB Section: Multiple</b>

6d. Provide a measure(s) of the program's efficiency.



Full-time equivalent (FTE) is the total number of hours worked or on paid leave divided by 2,080. The ratio in this measure was calculated by dividing the FTEs in the Census Bureau - 2017 Annual Survey of Public Employees and Payroll, by the estimated number of lane miles in the 2017 FHWA report of State Highway Agency-Owned Public Roads (HM-81). A low ratio means MoDOT is efficiently maintaining roadways with limited resources. The projection is based on the department's goal for FTEs. Calendar year 2018 data was not available at the time of publication.



## NEW DECISION ITEM

RANK: 3 OF 19

<b>Department of Transportation</b> <b>Division: Department Wide</b> <b>DI Name: FY21 Market Adjustment Pay Plan</b> <b>DI# 1605007</b>	<b>Budget Unit: Multiple</b>  <b>HB Section: Multiple</b>
<b>7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:</b>	
<p>The desired outcome from this pay increase would be higher employee morale and retention and a reduction in costs associated with employee turnover.</p> <p>As of July 29, 2019, up to 14.6 percent of MoDOT employees could be eligible for federal SNAP (Supplemental Nutrition Assistance Program), based on a four person, single earner household. MoDOT has 744 employees that earn less than \$2,665 per month.</p> <p>According to the MERIC database, 13.3 percent of MoDOT employees also work for a second employer (not including farm labor or other self-employment) as of December 31, 2018. In comparison, the percentage of multiple job holders in Missouri is approximately six percent.</p>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>FY21 Market Adjust Pay Plan - 1605007</b>								
EXECUTIVE ASSISTANT	0	0.00	0	0.00	18,424	0.00	18,424	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>18,424</b>	<b>0.00</b>	<b>18,424</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$18,424</b>	<b>0.00</b>	<b>\$18,424</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$18,424	0.00	\$18,424	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>FY21 Market Adjust Pay Plan - 1605007</b>								
EXECUTIVE ASSISTANT	0	0.00	0	0.00	11,328	0.00	11,328	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	2,024	0.00	2,024	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	1,128	0.00	1,128	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	884	0.00	884	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	36,920	0.00	36,920	0.00
SR CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	48,640	0.00	48,640	0.00
INTER CONST INSPECTOR	0	0.00	0	0.00	45,172	0.00	45,172	0.00
CONSTRUCTION INSPECTOR	0	0.00	0	0.00	27,904	0.00	27,904	0.00
HIGHWAY DESIGNER	0	0.00	0	0.00	8,352	0.00	8,352	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	182,096	0.00	182,096	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>364,448</b>	<b>0.00</b>	<b>364,448</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$364,448</b>	<b>0.00</b>	<b>\$364,448</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$364,448</b>	<b>0.00</b>	<b>\$364,448</b>	<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>FY21 Market Adjust Pay Plan - 1605007</b>								
EXECUTIVE ASSISTANT	0	0.00	0	0.00	3,496	0.00	3,496	0.00
MAINTENANCE CREW LEADER	0	0.00	0	0.00	407,152	0.00	407,152	0.00
BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	37,584	0.00	37,584	0.00
INT BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	13,824	0.00	13,824	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	375,708	0.00	375,708	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	565,724	0.00	565,724	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	675,220	0.00	675,220	0.00
ASST MAINTENANCE SUPERVISOR	0	0.00	0	0.00	86,760	0.00	86,760	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	5,728	0.00	5,728	0.00
EQUIPMENT TECHNICIAN	0	0.00	0	0.00	12,980	0.00	12,980	0.00
INTERMEDIATE EQUIPMENT TECH	0	0.00	0	0.00	25,132	0.00	25,132	0.00
SENIOR EQUIPMENT TECHNICIAN	0	0.00	0	0.00	138,660	0.00	138,660	0.00
TR SIGNAL AND LIGHTING TECHNIC	0	0.00	0	0.00	40,740	0.00	40,740	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>2,388,708</b>	<b>0.00</b>	<b>2,388,708</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,388,708</b>	<b>0.00</b>	<b>\$2,388,708</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,388,708</b>	<b>0.00</b>	<b>\$2,388,708</b>	<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FLEET,FACILITIES&amp;INFO SYSTEMS</b>								
<b>FY21 Market Adjust Pay Plan - 1605007</b>								
EXECUTIVE ASSISTANT	0	0.00	0	0.00	1,512	0.00	1,512	0.00
LEAD INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	33,396	0.00	33,396	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>34,908</b>	<b>0.00</b>	<b>34,908</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$34,908</b>	<b>0.00</b>	<b>\$34,908</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$34,908</b>	<b>0.00</b>	<b>\$34,908</b>	<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MULTIMODAL OPERATIONS ADMIN</b>								
<b>FY21 Market Adjust Pay Plan - 1605007</b>								
EXECUTIVE ASSISTANT	0	0.00	0	0.00	1,512	0.00	1,512	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	1,488	0.00	1,488	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>3,000</b>	<b>0.00</b>	<b>3,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$3,000</b>	<b>0.00</b>	<b>\$3,000</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$212</b>	<b>0.00</b>	<b>\$212</b>	<b>0.00</b>
<b>OTHER FUNDS</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,788</b>	<b>0.00</b>	<b>\$2,788</b>	<b>0.00</b>







**NEW DECISION ITEM**  
**RANK: 4 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Maintenance</b>
<b>Division: Maintenance</b>	
<b>DI Name: Maintenance PS Expansion</b>	<b>DI# 1605009</b>
	<b>HB Section: 4.435</b>

**1. AMOUNT OF REQUEST**

	FY 2021 Budget Request			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$500,000	\$500,000
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$500,000</b>	<b>\$500,000</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$290,045	\$290,045
<b>HB 5</b>	\$0	\$0	\$38,600	\$38,600

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$500,000	\$500,000
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$500,000</b>	<b>\$500,000</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$290,045	\$290,045
<b>HB 5</b>	\$0	\$0	\$38,600	\$38,600

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input checked="" type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested to allow for adjustments to the emergency operations stabilization and market adjustment. This market adjustment lets MoDOT pay employees market pricing for emergency operations like flooding or ice storms. This increase will allow MoDOT to adjust the program to address areas that have higher than average turnover. Currently, MoDOT is approximately 350-400 maintenance employees below what is needed to cover a statewide emergency event. In the last several years, the department has relied on safety-sensitive, non-maintenance employees to help, but this strategy has caused recruiting and retention problems in those functions as well. Without those safety-sensitive, non-maintenance employees, the staffing shortage number could rise to as high as 800 employees. This under-staffing will make it impossible to provide the same level of service our citizens have come to expect and to ensure the safety of Missourians.

**The Governor's Recommendation is the same as the department's request.**



## NEW DECISION ITEM

RANK: 4 OF 19

Department of Transportation Division: Maintenance DI Name: Maintenance PS Expansion      DI# 1605009	Budget Unit: Maintenance HB Section: 4.435
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**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This request is the amount needed to allow for adjustments to the emergency operations stabilization and market adjustment. This adjustment will allow MoDOT to pay employees market pricing for emergency operations like flooding or ice storms and adjust the program to address areas that have higher than average turnover.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$0	0.0	\$500,000	0.0	\$500,000	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$500,000</b>	<b>0.0</b>	<b>\$500,000</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Grand Total</b>	 <b>\$0</b>	 <b>0.0</b>	 <b>\$0</b>	 <b>0.0</b>	 <b>\$500,000</b>	 <b>0.0</b>	 <b>\$500,000</b>	 <b>0.0</b>	 <b>\$0</b>



NEW DECISION ITEM  
RANK: 4 OF 19

Department of Transportation			Budget Unit: Maintenance						
Division: Maintenance									
DI Name: Maintenance PS Expansion		DI# 1605009	HB Section: 4.435						
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$0	0.0	\$500,000	0.0	\$500,000	0.0	\$0
Total PS	\$0	0.0	\$0	0.0	\$500,000	0.0	\$500,000	0.0	\$0
Total EE	\$0		\$0		\$0		\$0		\$0
Total PSD	\$0		\$0		\$0		\$0		\$0
Total TRF	\$0		\$0		\$0		\$0		\$0
Grand Total	\$0	0.0	\$0	0.0	\$500,000	0.0	\$500,000	0.0	\$0

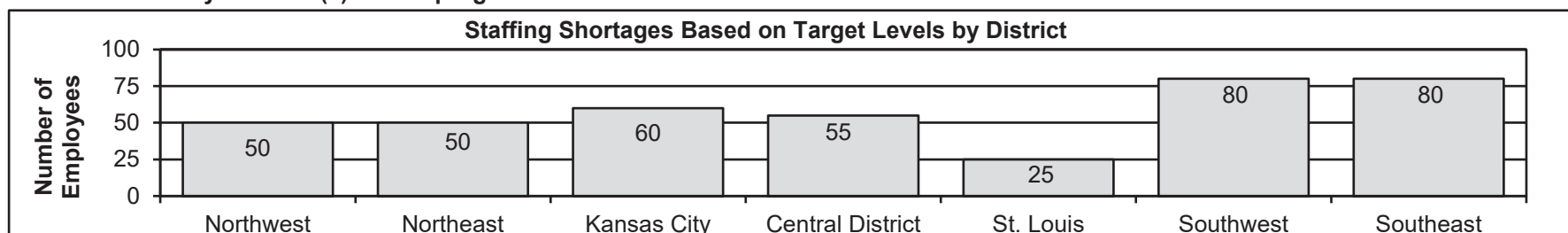


**NEW DECISION ITEM**  
**RANK: 4 OF 19**

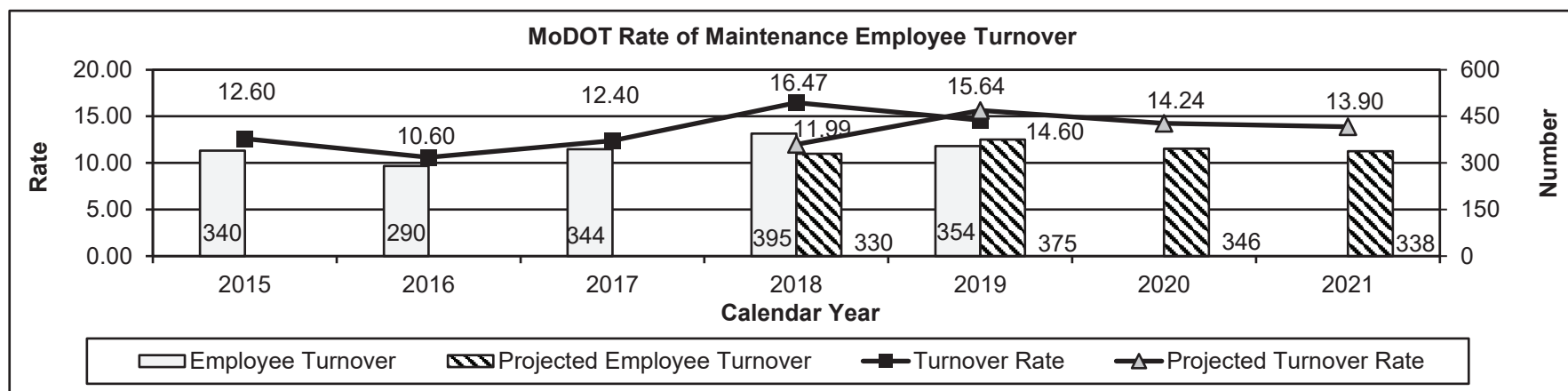
<b>Department of Transportation</b>	<b>Budget Unit: Maintenance</b>
<b>Division: Maintenance</b>	
<b>DI Name: Maintenance PS Expansion</b>	<b>DI# 1605009</b>
	<b>HB Section: 4.435</b>

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



This chart shows the staffing shortages based on target staffing levels by district for the 2019-2020 winter season. Currently, MoDOT is approximately 350-400 maintenance employees below what is needed to cover a statewide emergency event. In the last several years, the department has relied on safety-sensitive, non-maintenance employees to help, but this strategy has caused recruiting and retention problems in those functions as well. Without those safety-sensitive, non-maintenance employees, the staffing shortage number could rise to as high as 800 employees.



The turnover rate shows the percentage of maintenance employees who left the department during each calendar year. The 2020 and 2021 projections are based on a 2.5 percent reduction in the number of resignations from the prior year, assuming the department receives the additional funding requested that would allow us to continue this pay strategy.

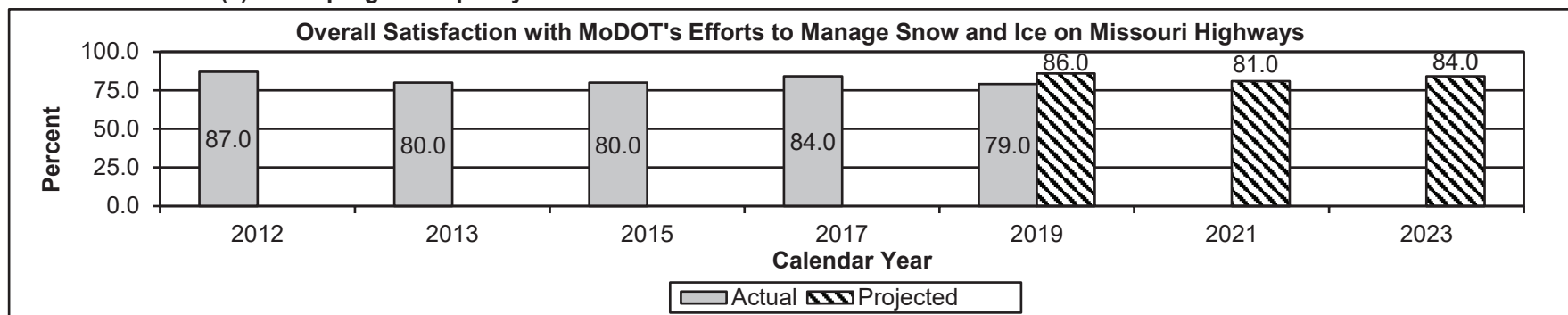


**NEW DECISION ITEM**  
**RANK: 4 OF 19**

**Department of Transportation**  
**Division: Maintenance**  
**DI Name: Maintenance PS Expansion**      **DI# 1605009**

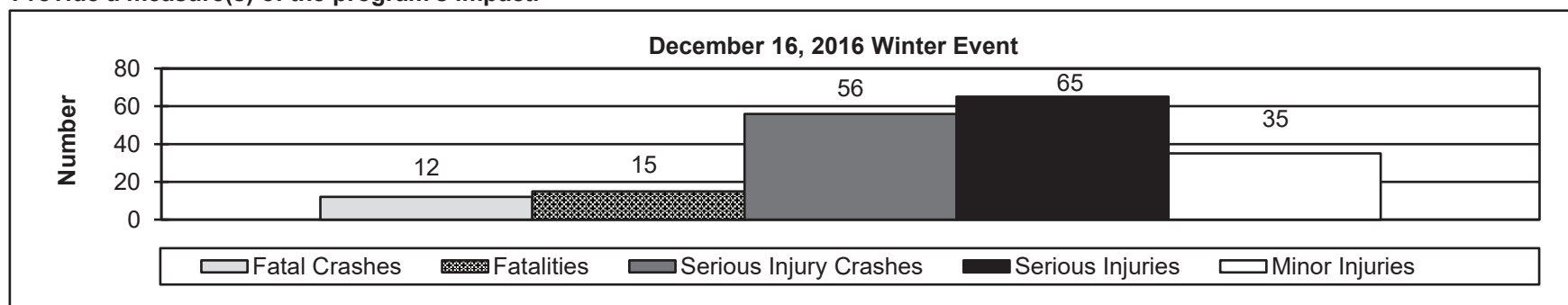
**Budget Unit: Maintenance**  
**HB Section: 4.435**

**6b. Provide a measure(s) of the program's quality.**



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with MoDOT's efforts to manage snow and ice?" was the question surveyed. Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.

**6c. Provide a measure(s) of the program's impact.**

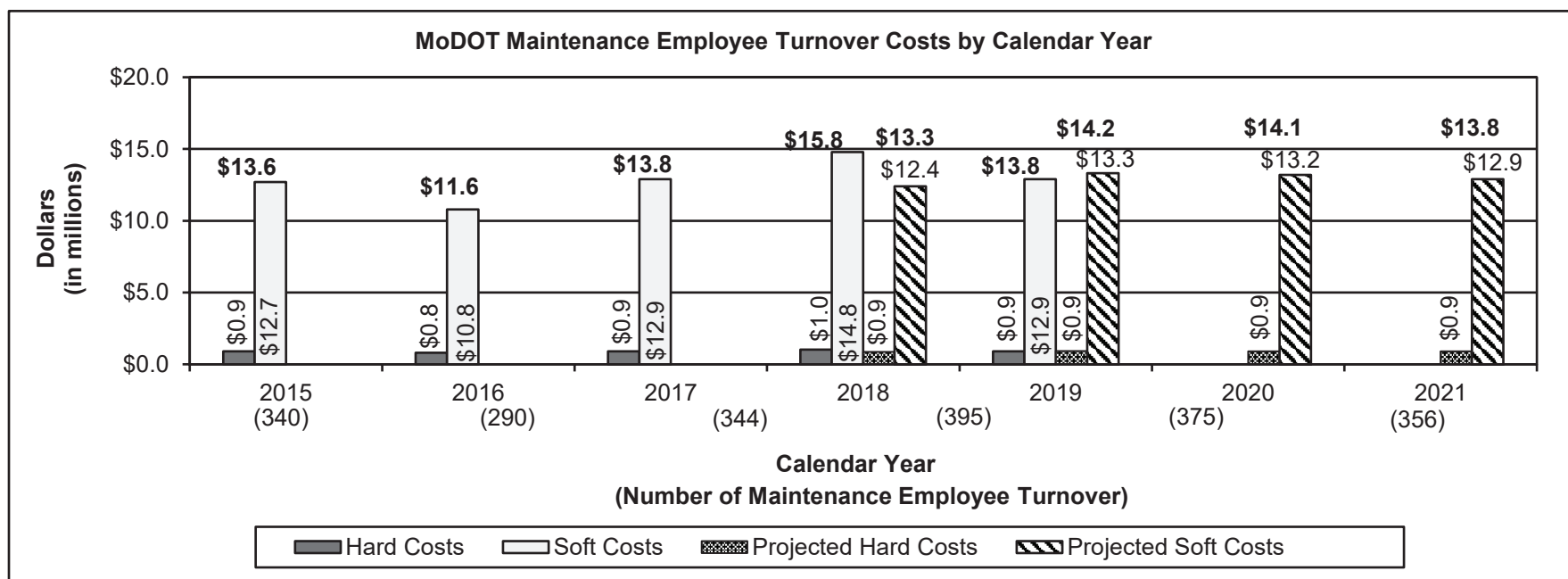


In the morning hours of Friday, December 16, 2016, high humidity combined with dropping temperatures and lower than anticipated pavement temperatures resulted in a widespread freezing fog beginning southwest of Springfield and advancing up the Interstate 44 corridor to St. Louis. This chart shows the fatal and serious injury crashes statewide that occurred during the December 16, 2016 winter event. The total cost of this winter event, including labor, equipment and material costs, was \$3.3 million.



**NEW DECISION ITEM**  
**RANK: 4 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Maintenance</b>
<b>Division: Maintenance</b>	
<b>DI Name: Maintenance PS Expansion</b>	<b>DI# 1605009</b>
	<b>HB Section: 4.435</b>



The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. The 2020 and 2021 projection is based on the department's rate of employee turnover projections for each year.



**NEW DECISION ITEM**  
**RANK: 4 OF 19**

**Department of Transportation**

**Budget Unit: Maintenance**

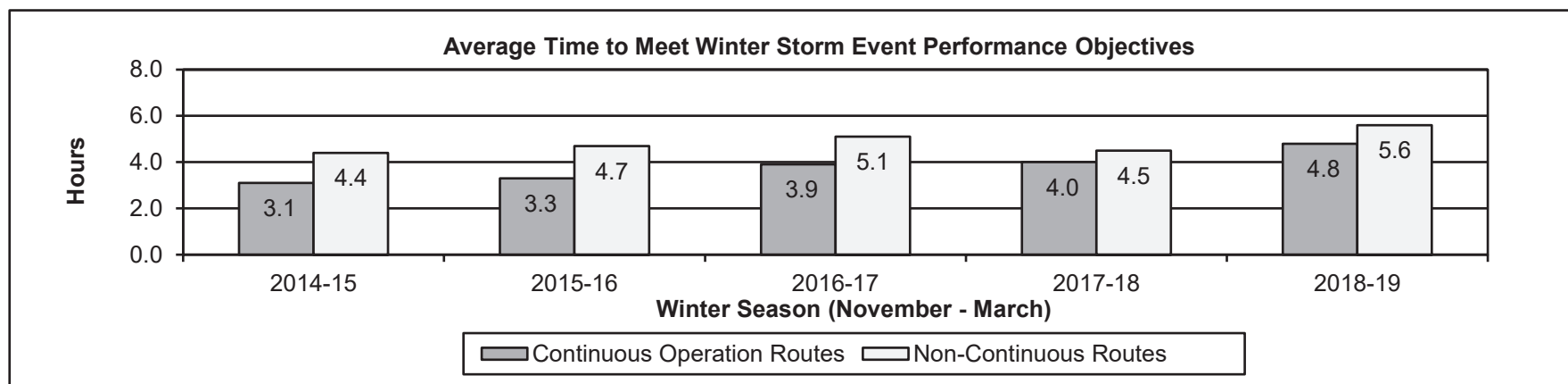
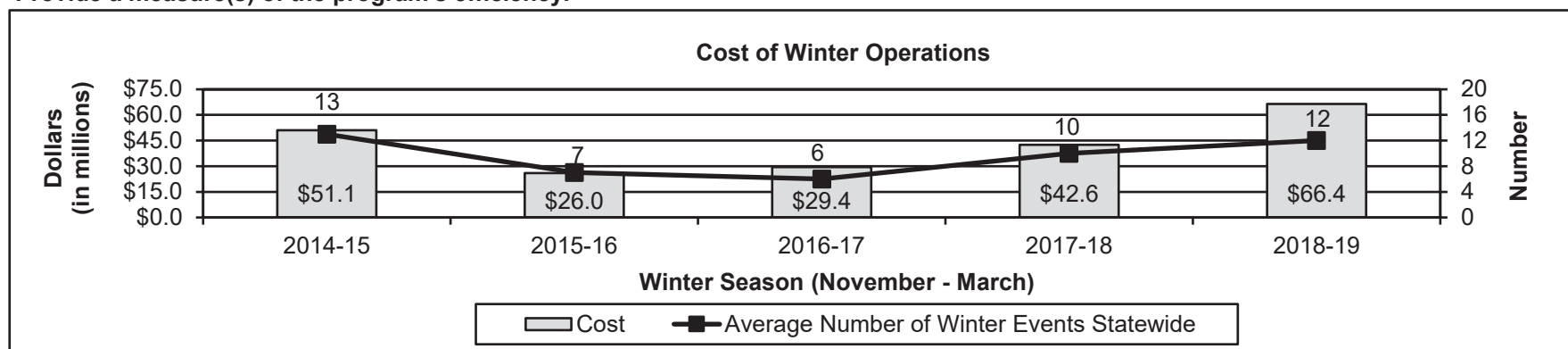
**Division: Maintenance**

**DI Name: Maintenance PS Expansion**

**DI# 1605009**

**HB Section: 4.435**

**6d. Provide a measure(s) of the program's efficiency.**



This measure tracks the amount of time needed to perform MoDOT's snow and ice removal efforts. For major highways and regionally significant routes, the objective is to restore them to a mostly clear condition as soon as possible. MoDOT calls these "continuous operations" routes. State routes with lower traffic volumes should be opened to two-way traffic and treated with salt or abrasives at critical areas, such as intersections, hills and curves. These are called "non-continuous operations" routes.



NEW DECISION ITEM  
RANK: 4 OF 19

Department of Transportation		Budget Unit: Maintenance
Division: Maintenance		
DI Name: Maintenance PS Expansion	DI# 1605009	HB Section: 4.435

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

Ensure the safety of Missouri's transportation system through effective winter operations.

Address staffing shortages in Maintenance and ultimately throughout the department.

Continue to provide the level of service during winter events that our citizens have come to expect.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>Maintenance PS Expansion - 1605009</b>								
MAINTENANCE CREW LEADER	0	0.00	0	0.00	95,183	0.00	95,183	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	72,506	0.00	72,506	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	96,039	0.00	96,039	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	229,397	0.00	229,397	0.00
SEASONAL MAINTENANCE WORKER	0	0.00	0	0.00	6,875	0.00	6,875	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>500,000</b>	<b>0.00</b>	<b>500,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$500,000</b>	<b>0.00</b>	<b>\$500,000</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$500,000</b>	<b>0.00</b>	<b>\$500,000</b>	<b>0.00</b>



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**NEW DECISION ITEM**  
**RANK: 5 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>
	<b>HB Section: Multiple</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$3,844	\$1,472,156	\$1,476,000
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$3,844</b>	<b>\$1,472,156</b>	<b>\$1,476,000</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$297	\$113,650	\$113,947

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$0	\$0
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659),  
State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/>	New Legislation	<input type="checkbox"/>	New Program	<input type="checkbox"/>	Fund Switch
<input type="checkbox"/>	Federal Mandate	<input type="checkbox"/>	Program Expansion	<input type="checkbox"/>	Cost to Continue
<input type="checkbox"/>	GR Pick-Up	<input type="checkbox"/>	Space Request	<input type="checkbox"/>	Equipment Replacement
<input checked="" type="checkbox"/>	Pay Plan	<input type="checkbox"/>	Other:		

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested to implement a pilot program in fiscal year 2021 for employees hired to fill vacancies. This program would give hires the option of receiving a higher salary with reduced benefits, such as not participating in the defined benefit retirement plan, but receiving a contribution to their deferred compensation account. The goal of this increase is to attract employees by providing options for increasing their take home pay. Other statutory changes would need to be made during the 2020 legislative session in order to implement this pilot program.

**The Governor's Recommendation did not include funding for this item.**



## NEW DECISION ITEM

RANK: 5 OF 19

<b>Department of Transportation</b>		<b>Budget Unit:</b> <u>Multiple</u>
<b>Division: Department Wide</b>		
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>	<b>HB Section:</b> <u>Multiple</u>

The Department's request for the fiscal year 2021 Pilot Program by fund is as follows:

Administration	\$85,245	State Road Fund
Construction	\$295,200	State Road Fund
Maintenance	\$1,034,780	State Road Fund
Highway Safety	\$2,368	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$52,883	State Road Fund
Multimodal Operations	\$1,476	Multimodal Operations Federal Fund
Multimodal Operations	\$410	State Road Fund
Multimodal Operations	\$1,152	Railroad Expense Fund
Multimodal Operations	\$450	State Transportation Fund
Multimodal Operations	\$2,036	Aviation Trust Fund
	<b><u>\$1,476,000</u></b>	

The Governor's Recommendation for the fiscal year 2021 Pilot Program by fund is as follows:

Administration	\$0	State Road Fund
Construction	\$0	State Road Fund
Maintenance	\$0	State Road Fund
Highway Safety	\$0	Highway Safety Federal Fund
Fleet, Facilities & Info Systems	\$0	State Road Fund
Multimodal Operations	\$0	Multimodal Operations Federal Fund
Multimodal Operations	\$0	State Road Fund
Multimodal Operations	\$0	Railroad Expense Fund
Multimodal Operations	\$0	State Transportation Fund
Multimodal Operations	\$0	Aviation Trust Fund
	<b><u>\$0</u></b>	



NEW DECISION ITEM  
RANK: 5 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: FY21 Pilot Program	DI# 1605008
	HB Section: <u>Multiple</u>

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This increase is based on 700 employees being hired to fill vacancies in fiscal year 2021 and 600 of those employees participating in the pilot program. The average salary would increase by \$2,460 per year.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$3,844	0.0	\$1,472,156	0.0	\$1,476,000	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$3,844</b>	<b>0.0</b>	<b>\$1,472,156</b>	<b>0.0</b>	<b>\$1,476,000</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$3,844</b>	<b>0.0</b>	<b>\$1,472,156</b>	<b>0.0</b>	<b>\$1,476,000</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 5 OF 19

Department of Transportation			Budget Unit: <u>Multiple</u>						
Division: Department Wide									
DI Name: FY21 Pilot Program			DI# 1605008		HB Section: <u>Multiple</u>				
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Salaries & Wages (100)	\$0	0.0	\$0	0.0	\$0	0.0	\$0	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>

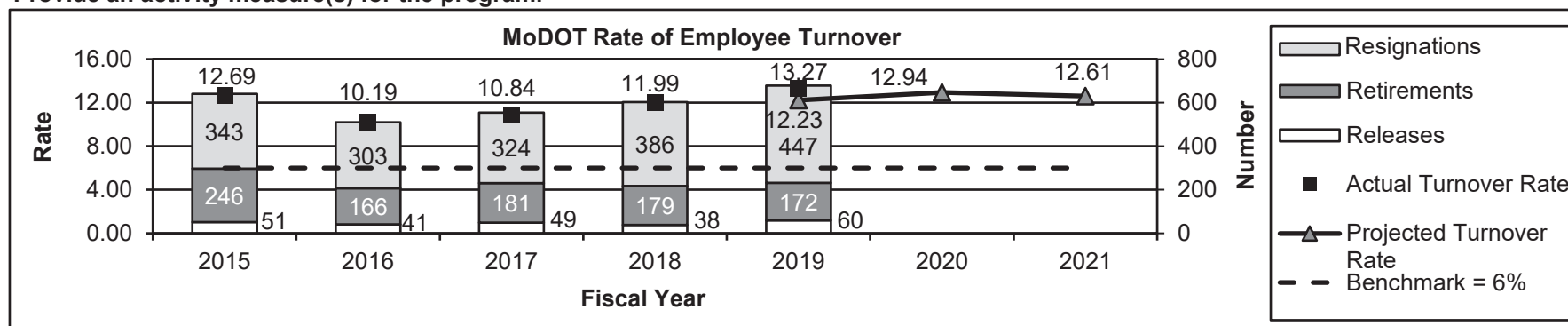


**NEW DECISION ITEM**  
**RANK: 5 OF 19**

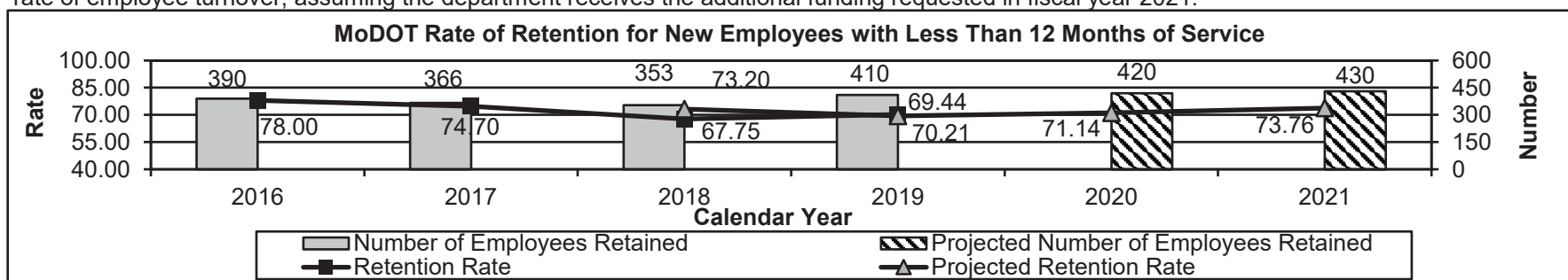
<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>
	<b>HB Section: Multiple</b>

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



The turnover rate shows the percentage of employees who left the department during each fiscal year. The benchmark data is from Price Waterhouse Cooper's Saratoga Institute's trends in workforce analytics report. The 2020 projection was established by projecting a 2.5 percent reduction in the 2019 actual rate of employee turnover. The 2021 projection was established by projecting a 5 percent reduction in the 2019 actual rate of employee turnover, assuming the department receives the additional funding requested in fiscal year 2021.

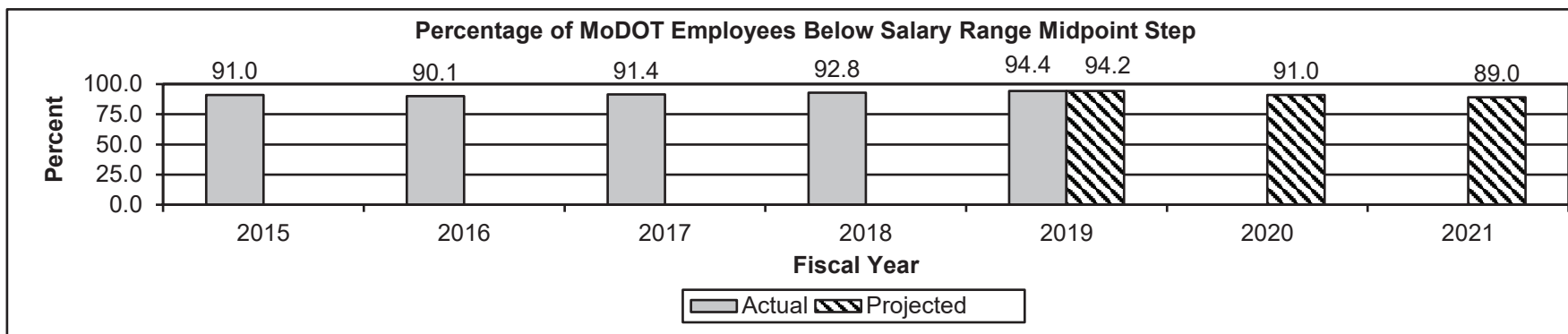


The rate of retention for new employees is a percentage of MoDOT employees who remained employed with the department for 12 months divided by the total number of new employees hired within the same time period. For calendar year 2019, this was 410 of 584 first year employees. The calendar year 2020 projected retention rate is based on a 2.5 percent increase in the number of retained employees in calendar year 2019. The calendar year 2021 projected retention rate is based on a 5 percent increase in the number of retained employees in calendar year 2019, assuming the department receives the additional funding requested in fiscal year 2021.

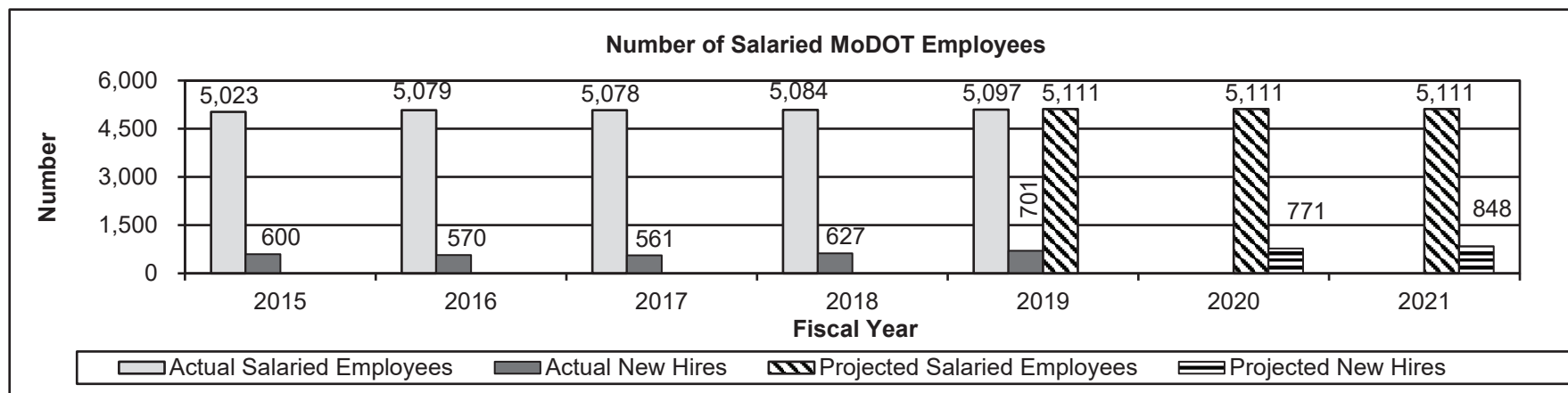


**NEW DECISION ITEM**  
**RANK: 5 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>
	<b>HB Section: Multiple</b>



Each salary grade on MoDOT's salary grid contains 18 steps. Step 10 of each salary grade is the step that most closely approximates the market midpoint of each salary range. The 2020 and 2021 projections are based on receiving the additional funding for pay increases in the department's request for those respective years. The department's goal is to reduce the percentage of MoDOT employees below their salary range midpoint step to 70 percent or less.



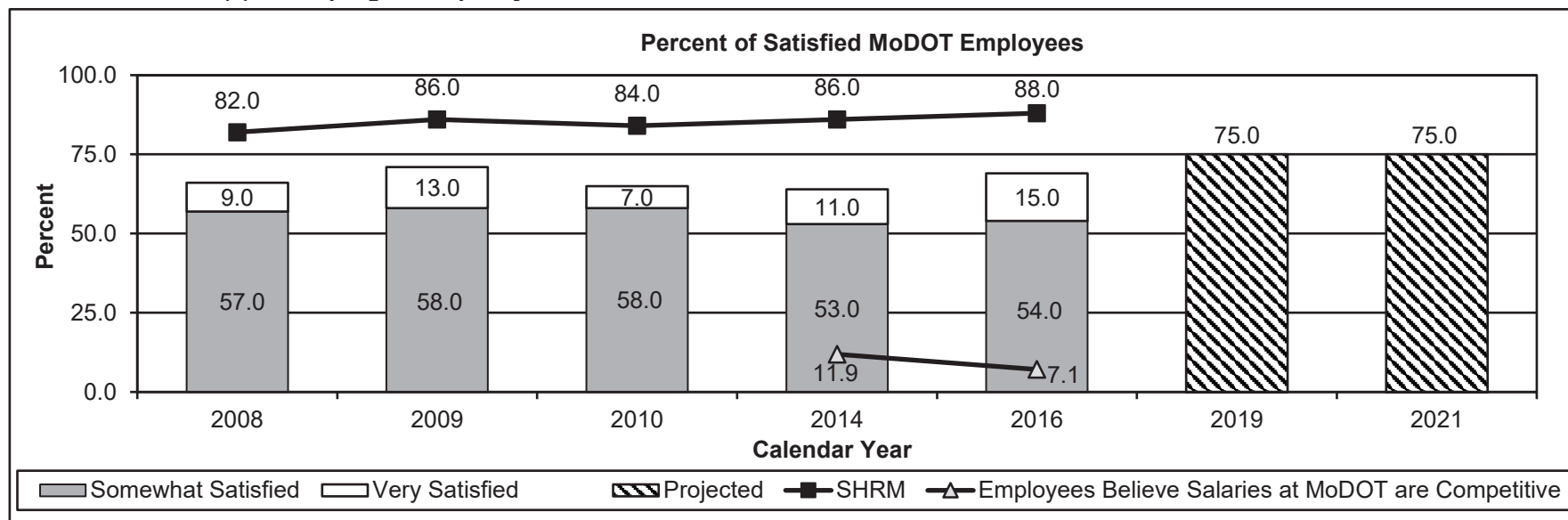
This performance measure shows the number of salaried employees by fiscal year, not full-time equivalents (FTEs). FTE is the total number of hours worked or on paid leave divided by 2,080. The 2020 and 2021 projections for salaried employees are based on the department's goal of salaried employees. The 2020 and 2021 projections for new hires are based on a 10 percent increase in newly hired employees each year.



**NEW DECISION ITEM**  
**RANK: 5 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>
	<b>HB Section: Multiple</b>

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of satisfied employees from employee engagement surveys conducted by a third party vendor. Employees were asked to indicate their level of agreement with each question on a five-point scale with five meaning strongly agree and one meaning strongly disagree. Questions were grouped into the following eight subscales: my supervisor; diversity and inclusion; teamwork; communication; my job; engagement; fairness and respect; and leadership. Strongly agree and somewhat agree responses on a total of 18 questions were used to calculate the percent of satisfied employees at MoDOT. The 2019 and 2021 projections are based on targets set by the department. The benchmark data is from the annual job satisfaction survey of 55 Fortune 500 companies by the Society for Human Resources Management (SHRM). The employee engagement survey was not conducted in calendar years 2011, 2012, 2013, 2015, 2017 and 2018.

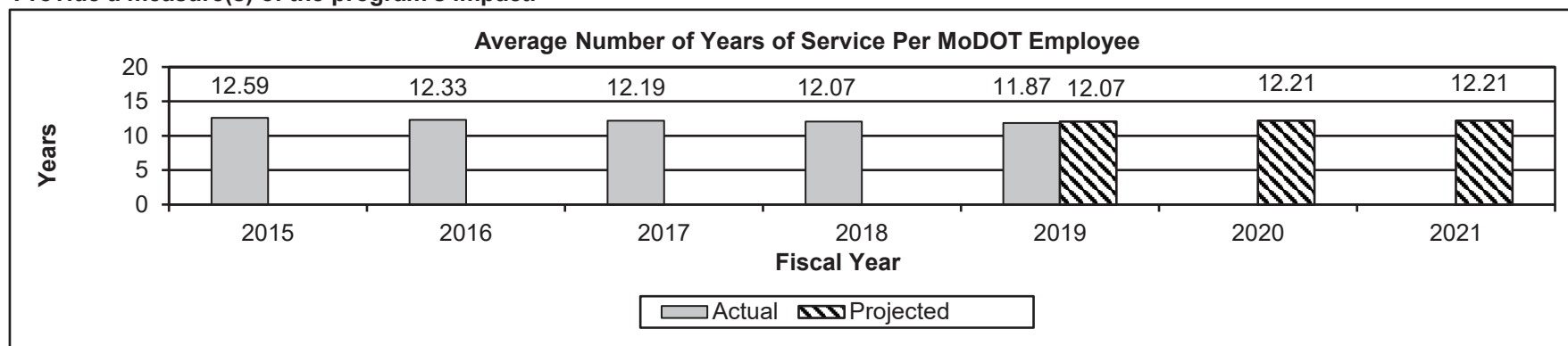
This chart also shows the percent of employees that strongly agreed or somewhat agreed that the salaries at MoDOT were competitive with similar jobs found elsewhere for calendar years 2014 and 2016. In the survey, employees were given an opportunity to provide any comments or suggestions to MoDOT. Of the 1,497 comments submitted by employees in the 2016 survey, 947, or 63.3 percent were related to concerns about pay.



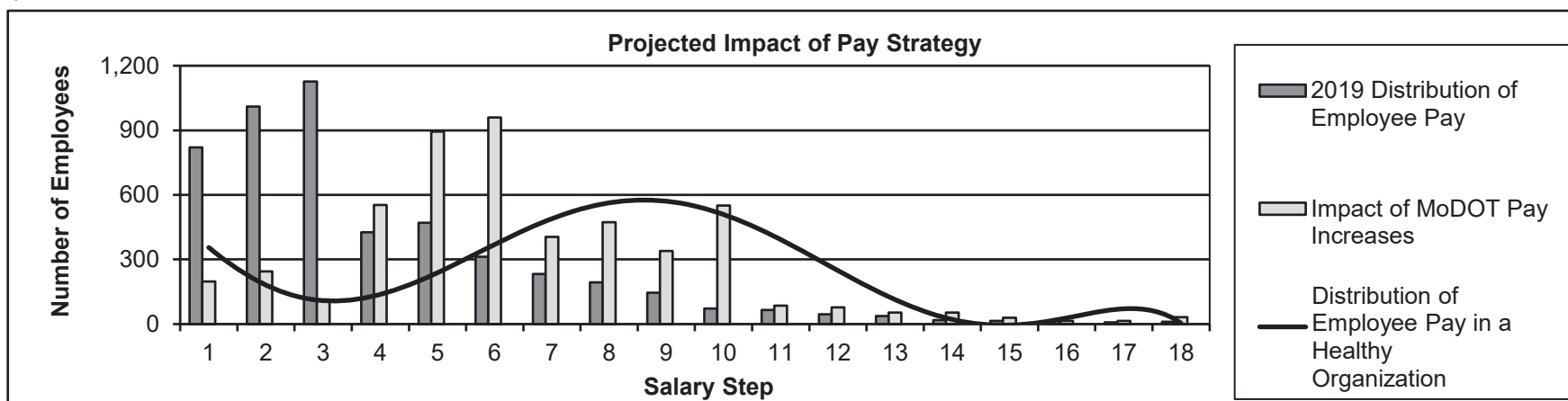
**NEW DECISION ITEM**  
**RANK: 5 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>
	<b>HB Section: Multiple</b>

**6c. Provide a measure(s) of the program's impact.**



The 2020 and 2021 projections are based on maintaining the current average number of years of service per MoDOT employee. MoDOT anticipates generational turnover to increase and is requesting increases in compensation to help maintain this average by retaining new employees for a longer period of time.

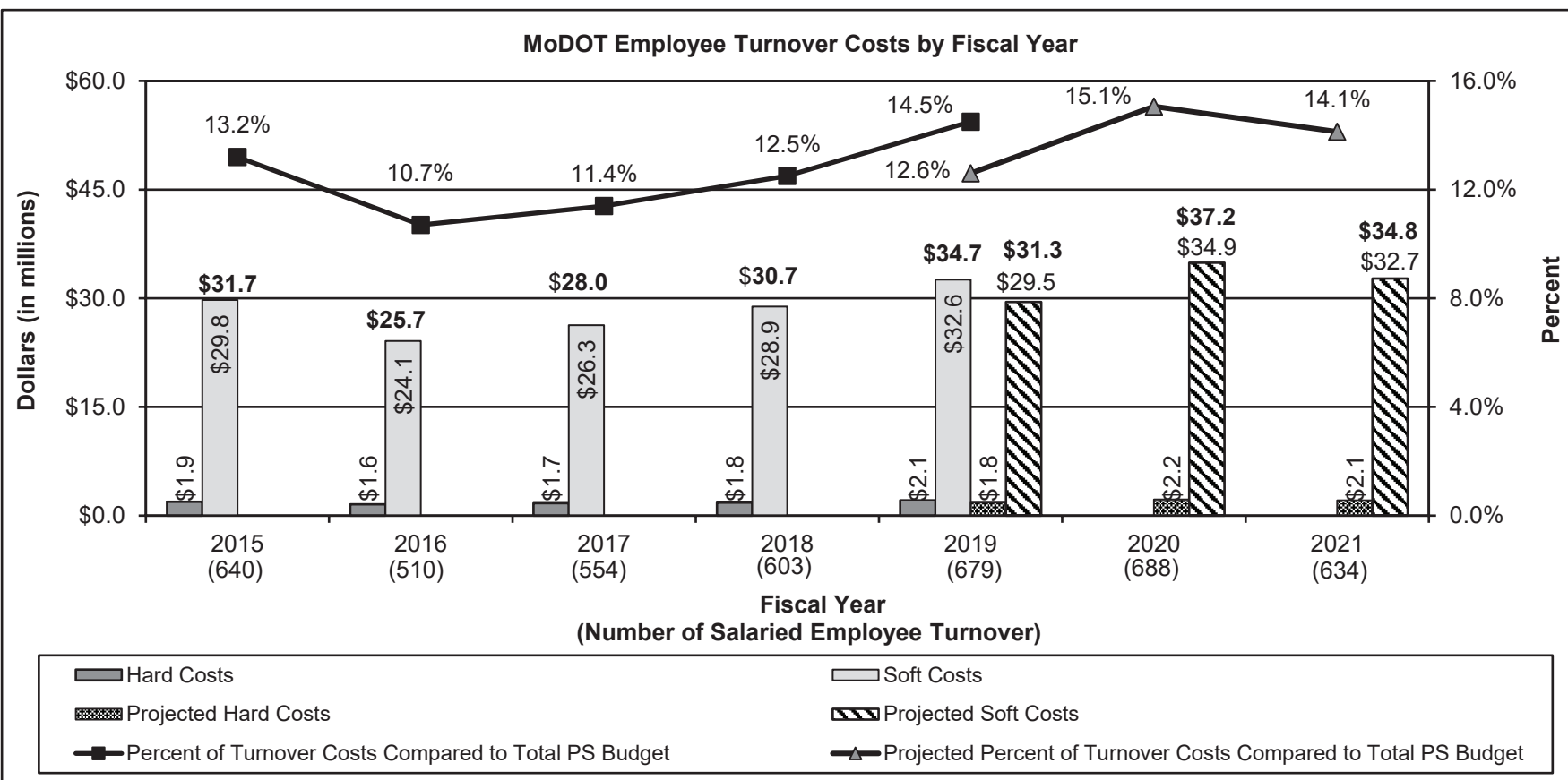


Each salary grade on MoDOT's salary grid contains 18 steps. This chart shows how MoDOT's distribution of employee pay currently looks and how it would look if the department was able to fully implement requested pay increases.



**NEW DECISION ITEM**  
**RANK: 5 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: FY21 Pilot Program</b>	<b>DI# 1605008</b>
	<b>HB Section: Multiple</b>



The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. This chart also shows the percentage of turnover costs compared to the total personal services (PS) budget by fiscal year. The projections are based on the department's rate of employee turnover projections for each year.



## NEW DECISION ITEM

RANK: 5 OF 19

Department of Transportation

Budget Unit: Multiple

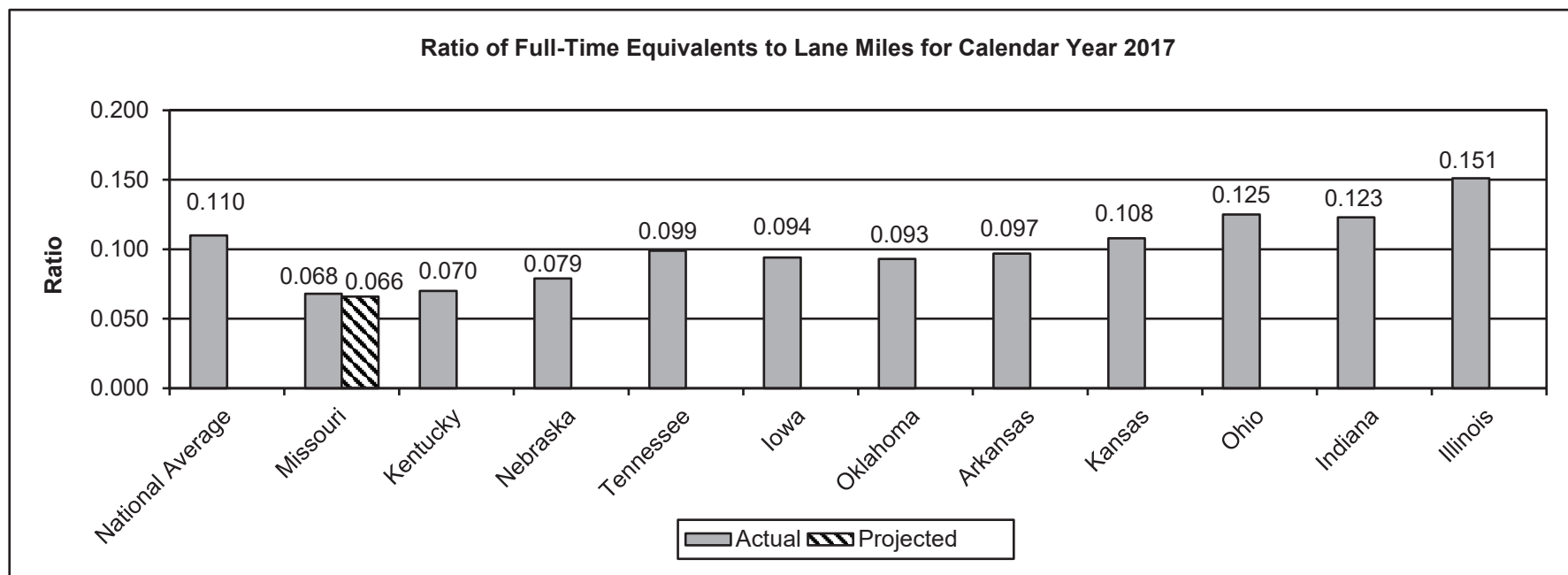
Division: Department Wide

DI Name: FY21 Pilot Program

DI# 1605008

HB Section: Multiple

6d. Provide a measure(s) of the program's efficiency.



Full-time equivalent (FTE) is the total number of hours worked or on paid leave divided by 2,080. The ratio in this measure was calculated by dividing the FTEs in the Census Bureau - 2017 Annual Survey of Public Employees and Payroll, by the estimated number of lane miles in the 2017 FHWA report of State Highway Agency-Owned Public Roads (HM-81). A low ratio means MoDOT is efficiently maintaining roadways with limited resources. The projection is based on the department's goal for FTEs. Calendar year 2018 data was not available at the time of publication.



## NEW DECISION ITEM

RANK: 5 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: FY21 Pilot Program	DI# 1605008
	HB Section: <u>Multiple</u>

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

The desired outcome from this pay increase would be higher employee morale and retention and a reduction in costs associated with employee turnover.

As of July 29, 2019, up to 14.6 percent of MoDOT employees could be eligible for federal SNAP (Supplemental Nutrition Assistance Program), based on a four person, single earner household. MoDOT has 744 employees that earn less than \$2,665 per month.

According to the MERIC database, 13.3 percent of MoDOT employees also work for a second employer (not including farm labor or other self-employment) as of December 31, 2018. In comparison, the percentage of multiple job holders in Missouri is approximately six percent.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>FY21 Pilot Program - 1605008</b>								
EXECUTIVE ASSISTANT	0	0.00	0	0.00	9,624	0.00	0	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	13,749	0.00	0	0.00
SENIOR HUMAN RESOURCES TECHNIC	0	0.00	0	0.00	8,250	0.00	0	0.00
SENIOR CUSTOMER SERVICE REP	0	0.00	0	0.00	6,875	0.00	0	0.00
LEGAL SECRETARY	0	0.00	0	0.00	6,875	0.00	0	0.00
SR COMMUNICATIONS SPECIALIST	0	0.00	0	0.00	5,500	0.00	0	0.00
FINANCIAL SERVICES SPECIALIST	0	0.00	0	0.00	5,500	0.00	0	0.00
SR FINANCIAL SERVICES SPECIALI	0	0.00	0	0.00	10,999	0.00	0	0.00
SR HR SPECIALIST	0	0.00	0	0.00	12,373	0.00	0	0.00
ASSISTANT COUNSEL	0	0.00	0	0.00	5,500	0.00	0	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>85,245</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$85,245</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$85,245</b>	<b>0.00</b>		<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>FY21 Pilot Program - 1605008</b>								
CONST PROJECT OFFICE ASSISTANT	0	0.00	0	0.00	13,651	0.00	0	0.00
MOTORIST ASSISTANCE OPERATOR	0	0.00	0	0.00	37,540	0.00	0	0.00
CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	20,476	0.00	0	0.00
SR CONSTRUCTION TECHNICIAN	0	0.00	0	0.00	22,183	0.00	0	0.00
INTER CONSTRUCTION TECH	0	0.00	0	0.00	20,476	0.00	0	0.00
TRANSPORTATION PROJECT MGR	0	0.00	0	0.00	17,064	0.00	0	0.00
INTER CONST INSPECTOR	0	0.00	0	0.00	34,127	0.00	0	0.00
CONSTRUCTION INSPECTOR	0	0.00	0	0.00	47,778	0.00	0	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	58,016	0.00	0	0.00
SENIOR HIGHWAY DESIGNER	0	0.00	0	0.00	23,889	0.00	0	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>295,200</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$295,200</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$295,200</b>	<b>0.00</b>		<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
<b>FY21 Pilot Program - 1605008</b>								
MAINTENANCE CREW LEADER	0	0.00	0	0.00	85,855	0.00	0	0.00
BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	31,630	0.00	0	0.00
INT BRIDGE MAINTENANCE WORKER	0	0.00	0	0.00	8,134	0.00	0	0.00
INTERMEDIATE MAINTENANCE WRKR	0	0.00	0	0.00	147,309	0.00	0	0.00
MAINTENANCE WORKER	0	0.00	0	0.00	431,987	0.00	0	0.00
SENIOR MAINTENANCE WORKER	0	0.00	0	0.00	253,047	0.00	0	0.00
MAINTENANCE SUPERVISOR	0	0.00	0	0.00	36,150	0.00	0	0.00
ASST MAINTENANCE SUPERVISOR	0	0.00	0	0.00	10,845	0.00	0	0.00
EQUIPMENT TECHNICIAN	0	0.00	0	0.00	9,037	0.00	0	0.00
SENIOR EQUIPMENT TECHNICIAN	0	0.00	0	0.00	20,786	0.00	0	0.00
INTER SYSTEM MANAGEMENT SPECIA	0	0.00	0	0.00	1,184	0.00	0	0.00
SR SYSTEM MANAGEMENT SPECIALIS	0	0.00	0	0.00	1,184	0.00	0	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,037,148</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,037,148</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$2,368</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,034,780</b>	<b>0.00</b>		<b>0.00</b>



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FLEET,FACILITIES&amp;INFO SYSTEMS</b>								
<b>FY21 Pilot Program - 1605008</b>								
FACILITY OPERATIONS CREW WORKE	0	0.00	0	0.00	1,959	0.00	0	0.00
SR FACILITY OPERATIONS CREW WO	0	0.00	0	0.00	1,959	0.00	0	0.00
SENIOR FACILITY OPERATIONS SPE	0	0.00	0	0.00	5,876	0.00	0	0.00
SR GENERAL SERVICES SPEC	0	0.00	0	0.00	1,959	0.00	0	0.00
INT INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	3,917	0.00	0	0.00
SENIOR PROCUREMENT AGENT	0	0.00	0	0.00	4,895	0.00	0	0.00
CENTRAL OFFICE GENERAL SERV MG	0	0.00	0	0.00	2,938	0.00	0	0.00
LEAD INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	14,690	0.00	0	0.00
INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	6,855	0.00	0	0.00
SR INFO SYSTEMS TECHNOLOGIST	0	0.00	0	0.00	7,835	0.00	0	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>52,883</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$52,883</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$52,883</b>	<b>0.00</b>		<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MULTIMODAL OPERATIONS ADMIN</b>								
<b>FY21 Pilot Program - 1605008</b>								
SR RAILROAD SAFETY INSPECTOR	0	0.00	0	0.00	789	0.00	0	0.00
EXECUTIVE ASSISTANT	0	0.00	0	0.00	789	0.00	0	0.00
SENIOR FINANCIAL SERVICES TECH	0	0.00	0	0.00	790	0.00	0	0.00
AVIATION OPERATIONS MANAGER	0	0.00	0	0.00	789	0.00	0	0.00
SR MULTIMODAL OPER SPECIALIST	0	0.00	0	0.00	788	0.00	0	0.00
ADMINISTRATOR OF TRANSIT	0	0.00	0	0.00	790	0.00	0	0.00
SR CONSTRUCTION INSPECTOR	0	0.00	0	0.00	789	0.00	0	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>5,524</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$5,524</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,476</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$4,048</b>	<b>0.00</b>		<b>0.00</b>







**DECISION ITEM SUMMARY**

<b>Budget Unit</b>									
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>	
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	
<b>FRINGE BENEFITS-ADMINISTRATIO</b>									
<b>CORE</b>									
PERSONAL SERVICES									
STATE ROAD	12,393,137	0.00	14,466,199	0.00	14,466,199	0.00	14,408,694	0.00	
TOTAL - PS	12,393,137	0.00	14,466,199	0.00	14,466,199	0.00	14,408,694	0.00	
EXPENSE & EQUIPMENT									
STATE ROAD	17,667,255	0.00	19,089,430	0.00	19,089,430	0.00	19,089,430	0.00	
TOTAL - EE	17,667,255	0.00	19,089,430	0.00	19,089,430	0.00	19,089,430	0.00	
<b>TOTAL</b>	<b>30,060,392</b>	<b>0.00</b>	<b>33,555,629</b>	<b>0.00</b>	<b>33,555,629</b>	<b>0.00</b>	<b>33,498,124</b>	<b>0.00</b>	
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	208,199	0.00	208,199	0.00	
TOTAL - PS	0	0.00	0	0.00	208,199	0.00	208,199	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>208,199</b>	<b>0.00</b>	<b>208,199</b>	<b>0.00</b>	
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	67,958	0.00	67,958	0.00	
TOTAL - PS	0	0.00	0	0.00	67,958	0.00	67,958	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>67,958</b>	<b>0.00</b>	<b>67,958</b>	<b>0.00</b>	
<b>Fringes-FY21 Market Adjustment - 1605012</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	10,688	0.00	10,688	0.00	
TOTAL - PS	0	0.00	0	0.00	10,688	0.00	10,688	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>10,688</b>	<b>0.00</b>	<b>10,688</b>	<b>0.00</b>	
<b>Above and Beyond-MoDOT Fringes - 1605024</b>									
PERSONAL SERVICES									
MULTIMODAL OPERATIONS FEDERAL	0	0.00	0	0.00	0	0.00	954	0.00	



**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>FRINGE BENEFITS-ADMINISTRATIO</b>								
<b>Above and Beyond-MoDOT Fringes - 1605024</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	0	0.00	369,719	0.00
TOTAL - PS	0	0.00	0	0.00	0	0.00	370,673	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>370,673</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$30,060,392</b>	<b>0.00</b>	<b>\$33,555,629</b>	<b>0.00</b>	<b>\$33,842,474</b>	<b>0.00</b>	<b>\$34,155,642</b>	<b>0.00</b>



**DECISION ITEM SUMMARY**

Budget Unit									
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021	
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC	
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	
<b>FRINGE BENEFITS-CONSTRUCTION</b>									
<b>CORE</b>									
PERSONAL SERVICES									
STATE ROAD	45,849,090	0.00	52,900,835	0.00	52,900,835	0.00	52,510,285	0.00	
TOTAL - PS	45,849,090	0.00	52,900,835	0.00	52,900,835	0.00	52,510,285	0.00	
EXPENSE & EQUIPMENT									
STATE ROAD	52,593	0.00	685,000	0.00	685,000	0.00	685,000	0.00	
TOTAL - EE	52,593	0.00	685,000	0.00	685,000	0.00	685,000	0.00	
<b>TOTAL</b>	<b>45,901,683</b>	<b>0.00</b>	<b>53,585,835</b>	<b>0.00</b>	<b>53,585,835</b>	<b>0.00</b>	<b>53,195,285</b>	<b>0.00</b>	
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	779,558	0.00	779,558	0.00	
TOTAL - PS	0	0.00	0	0.00	779,558	0.00	779,558	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>779,558</b>	<b>0.00</b>	<b>779,558</b>	<b>0.00</b>	
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	241,347	0.00	241,347	0.00	
TOTAL - PS	0	0.00	0	0.00	241,347	0.00	241,347	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>241,347</b>	<b>0.00</b>	<b>241,347</b>	<b>0.00</b>	
<b>Fringes-FY21 Market Adjustment - 1605012</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	211,413	0.00	211,413	0.00	
TOTAL - PS	0	0.00	0	0.00	211,413	0.00	211,413	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>211,413</b>	<b>0.00</b>	<b>211,413</b>	<b>0.00</b>	
<b>GRAND TOTAL</b>	<b>\$45,901,683</b>	<b>0.00</b>	<b>\$53,585,835</b>	<b>0.00</b>	<b>\$54,818,153</b>	<b>0.00</b>	<b>\$54,427,603</b>	<b>0.00</b>	



**DECISION ITEM SUMMARY**

Budget Unit									
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021	
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC	
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	
<b>FRINGE BENEFITS-MAINTENANCE</b>									
<b>CORE</b>									
PERSONAL SERVICES									
DEPT OF TRANSPORT HWY SAFETY	205,709	0.00	255,230	0.00	255,230	0.00	255,230	0.00	
STATE ROAD	110,680,776	0.00	121,314,124	0.00	121,314,124	0.00	121,304,067	0.00	
TOTAL - PS	110,886,485	0.00	121,569,354	0.00	121,569,354	0.00	121,559,297	0.00	
EXPENSE & EQUIPMENT									
STATE ROAD	5,765,434	0.00	6,653,778	0.00	6,653,778	0.00	6,653,778	0.00	
TOTAL - EE	5,765,434	0.00	6,653,778	0.00	6,653,778	0.00	6,653,778	0.00	
<b>TOTAL</b>	<b>116,651,919</b>	<b>0.00</b>	<b>128,223,132</b>	<b>0.00</b>	<b>128,223,132</b>	<b>0.00</b>	<b>128,213,075</b>	<b>0.00</b>	
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>									
PERSONAL SERVICES									
DEPT OF TRANSPORT HWY SAFETY	0	0.00	0	0.00	3,411	0.00	3,411	0.00	
STATE ROAD	0	0.00	0	0.00	1,708,030	0.00	1,708,030	0.00	
TOTAL - PS	0	0.00	0	0.00	1,711,441	0.00	1,711,441	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,711,441</b>	<b>0.00</b>	<b>1,711,441</b>	<b>0.00</b>	
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>									
PERSONAL SERVICES									
DEPT OF TRANSPORT HWY SAFETY	0	0.00	0	0.00	1,302	0.00	1,302	0.00	
STATE ROAD	0	0.00	0	0.00	621,353	0.00	621,353	0.00	
TOTAL - PS	0	0.00	0	0.00	622,655	0.00	622,655	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>622,655</b>	<b>0.00</b>	<b>622,655</b>	<b>0.00</b>	
<b>Fringes-FY21 Market Adjustment - 1605012</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	1,385,666	0.00	1,385,666	0.00	
TOTAL - PS	0	0.00	0	0.00	1,385,666	0.00	1,385,666	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,385,666</b>	<b>0.00</b>	<b>1,385,666</b>	<b>0.00</b>	
<b>Fringes-Maintenance Expansion - 1605013</b>									
PERSONAL SERVICES									



**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>FRINGE BENEFITS-MAINTENANCE</b>								
<b>Fringes-Maintenance Expansion - 1605013</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	290,045	0.00	290,045	0.00
TOTAL - PS	0	0.00	0	0.00	290,045	0.00	290,045	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>290,045</b>	<b>0.00</b>	<b>290,045</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$116,651,919</b>	<b>0.00</b>	<b>\$128,223,132</b>	<b>0.00</b>	<b>\$132,232,939</b>	<b>0.00</b>	<b>\$132,222,882</b>	<b>0.00</b>



**DECISION ITEM SUMMARY**

Budget Unit								
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-FLT,FAC &amp; INFO</b>								
<b>CORE</b>								
PERSONAL SERVICES								
STATE ROAD	7,501,886	0.00	10,888,631	0.00	10,888,631	0.00	9,326,431	0.00
TOTAL - PS	7,501,886	0.00	10,888,631	0.00	10,888,631	0.00	9,326,431	0.00
EXPENSE & EQUIPMENT								
STATE ROAD	215,813	0.00	244,493	0.00	244,493	0.00	244,493	0.00
TOTAL - EE	215,813	0.00	244,493	0.00	244,493	0.00	244,493	0.00
<b>TOTAL</b>	<b>7,717,699</b>	<b>0.00</b>	<b>11,133,124</b>	<b>0.00</b>	<b>11,133,124</b>	<b>0.00</b>	<b>9,570,924</b>	<b>0.00</b>
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	127,830	0.00	127,830	0.00
TOTAL - PS	0	0.00	0	0.00	127,830	0.00	127,830	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>127,830</b>	<b>0.00</b>	<b>127,830</b>	<b>0.00</b>
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	46,834	0.00	46,834	0.00
TOTAL - PS	0	0.00	0	0.00	46,834	0.00	46,834	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>46,834</b>	<b>0.00</b>	<b>46,834</b>	<b>0.00</b>
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	20,250	0.00	20,250	0.00
TOTAL - PS	0	0.00	0	0.00	20,250	0.00	20,250	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>20,250</b>	<b>0.00</b>	<b>20,250</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$7,717,699</b>	<b>0.00</b>	<b>\$11,133,124</b>	<b>0.00</b>	<b>\$11,328,038</b>	<b>0.00</b>	<b>\$9,765,838</b>	<b>0.00</b>



**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>FRINGE BENEFITS-MULTIMODAL OP</b>								
<b>CORE</b>								
PERSONAL SERVICES								
MULTIMODAL OPERATIONS FEDERAL	187,362	0.00	244,445	0.00	244,445	0.00	244,445	0.00
STATE ROAD	290,950	0.00	363,842	0.00	363,842	0.00	363,842	0.00
RAILROAD EXPENSE	271,470	0.00	369,066	0.00	369,066	0.00	369,066	0.00
STATE TRANSPORTATION FUND	83,141	0.00	123,950	0.00	123,950	0.00	123,950	0.00
AVIATION TRUST FUND	336,563	0.00	392,294	0.00	392,294	0.00	392,294	0.00
TOTAL - PS	1,169,486	0.00	1,493,597	0.00	1,493,597	0.00	1,493,597	0.00
<b>TOTAL</b>	<b>1,169,486</b>	<b>0.00</b>	<b>1,493,597</b>	<b>0.00</b>	<b>1,493,597</b>	<b>0.00</b>	<b>1,493,597</b>	<b>0.00</b>
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
PERSONAL SERVICES								
MULTIMODAL OPERATIONS FEDERAL	0	0.00	0	0.00	3,161	0.00	3,161	0.00
STATE ROAD	0	0.00	0	0.00	5,684	0.00	5,684	0.00
RAILROAD EXPENSE	0	0.00	0	0.00	6,279	0.00	6,279	0.00
STATE TRANSPORTATION FUND	0	0.00	0	0.00	1,479	0.00	1,479	0.00
AVIATION TRUST FUND	0	0.00	0	0.00	5,618	0.00	5,618	0.00
TOTAL - PS	0	0.00	0	0.00	22,221	0.00	22,221	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>22,221</b>	<b>0.00</b>	<b>22,221</b>	<b>0.00</b>
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
PERSONAL SERVICES								
MULTIMODAL OPERATIONS FEDERAL	0	0.00	0	0.00	1,415	0.00	1,415	0.00
STATE ROAD	0	0.00	0	0.00	2,122	0.00	2,122	0.00
RAILROAD EXPENSE	0	0.00	0	0.00	1,898	0.00	1,898	0.00
STATE TRANSPORTATION FUND	0	0.00	0	0.00	655	0.00	655	0.00
AVIATION TRUST FUND	0	0.00	0	0.00	2,246	0.00	2,246	0.00
TOTAL - PS	0	0.00	0	0.00	8,336	0.00	8,336	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>8,336</b>	<b>0.00</b>	<b>8,336</b>	<b>0.00</b>
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
PERSONAL SERVICES								
MULTIMODAL OPERATIONS FEDERAL	0	0.00	0	0.00	123	0.00	123	0.00

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**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>FRINGE BENEFITS-MULTIMODAL OP</b>								
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	228	0.00	228	0.00
RAILROAD EXPENSE	0	0.00	0	0.00	202	0.00	202	0.00
STATE TRANSPORTATION FUND	0	0.00	0	0.00	70	0.00	70	0.00
AVIATION TRUST FUND	0	0.00	0	0.00	1,117	0.00	1,117	0.00
TOTAL - PS	0	0.00	0	0.00	1,740	0.00	1,740	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,740</b>	<b>0.00</b>	<b>1,740</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$1,169,486</b>	<b>0.00</b>	<b>\$1,493,597</b>	<b>0.00</b>	<b>\$1,525,894</b>	<b>0.00</b>	<b>\$1,525,894</b>	<b>0.00</b>



**HB Section: 4.405**

## 1. CORE FINANCIAL SUMMARY

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

## 2. CORE DESCRIPTION

The expense and equipment fringe benefits include medical insurance for retirees, workers' compensation and the employee assistance program (EAP). MoDOT's share of monthly medical insurance premiums for its retirees ranges from \$189 to \$892 for calendar year 2020 for employees who retired prior to January 1, 2015. The State contribution for employees who retired on or after January 1, 2015 is two percent per year of service, with a maximum state share of 50 percent. Workers' Compensation is based upon the most current actuarial study of the workers' compensation plan conducted by Aon. The EAP is based on rates provided by the Missouri Consolidated Health Care Plan (MCHCP).

**The Governor's Recommendation is less than the department's request.**

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659), State Transportation Fund (0675), Aviation Trust Fund (0952)



## CORE DECISION ITEM

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>Core: Fringe Benefits</b>	<b>HB Section: 4.405</b>

**3. PROGRAM LISTING (list programs included in this core funding)**

The Department's Request for the fiscal year 2021 fringe benefits by fund is as follows:

	Retirement & LTD	Medical & Life Insurance	Workers' Compensation	EAP	Retiree Medical Insurance	Total
Administration - State Road Fund	\$11,169,518	\$3,296,681	\$452,791	\$6,671	\$18,629,968	\$33,555,629
Construction - State Road Fund	\$40,305,086	\$12,595,749	\$664,305	\$20,695	\$0	\$53,585,835
Maintenance - State Road Fund	\$86,694,044	\$34,620,080	\$6,606,696	\$47,082	\$0	\$127,967,902
Maintenance - Hwy Safety Fund	\$191,917	\$63,313	\$0	\$0	\$0	\$255,230
FFIS - State Road Fund	\$8,466,654	\$2,421,977	\$241,004	\$3,489	\$0	\$11,133,124
Multimodal - Aviation Trust Fund	\$301,804	\$90,490	\$0	\$0	\$0	\$392,294
Multimodal - Railroad Expense Fund	\$280,906	\$88,160	\$0	\$0	\$0	\$369,066
Multimodal - State Road Fund	\$282,631	\$81,211	\$0	\$0	\$0	\$363,842
Multimodal - Federal Fund	\$189,684	\$54,761	\$0	\$0	\$0	\$244,445
Multimodal - State Transportation Fund	\$96,996	\$26,954	\$0	\$0	\$0	\$123,950
	<b>\$147,979,240</b>	<b>\$53,339,376</b>	<b>\$7,964,796</b>	<b>\$77,937</b>	<b>\$18,629,968</b>	<b>\$227,991,317</b>

The Governor's Recommendation for the fiscal year 2021 fringe benefits by fund is as follows:

	Retirement & LTD	Medical & Life Insurance	Workers' Compensation	EAP	Retiree Medical Insurance	Total
Administration - State Road Fund	\$11,112,013	\$3,296,681	\$452,791	\$6,671	\$18,629,968	\$33,498,124
Construction - State Road Fund	\$39,914,536	\$12,595,749	\$664,305	\$20,695	\$0	\$53,195,285
Maintenance - State Road Fund	\$86,683,987	\$34,620,080	\$6,606,696	\$47,082	\$0	\$127,957,845
Maintenance - Hwy Safety Fund	\$191,917	\$63,313	\$0	\$0	\$0	\$255,230
FFIS - State Road Fund	\$6,904,454	\$2,421,977	\$241,004	\$3,489	\$0	\$9,570,924
Multimodal - State Road Fund	\$301,804	\$90,490	\$0	\$0	\$0	\$392,294
Multimodal - Federal Fund	\$280,906	\$88,160	\$0	\$0	\$0	\$369,066
Multimodal - Railroad Expense Fund	\$282,631	\$81,211	\$0	\$0	\$0	\$363,842
Multimodal - State Transportation Fund	\$189,684	\$54,761	\$0	\$0	\$0	\$244,445
Multimodal - Aviation Trust Fund	\$96,996	\$26,954	\$0	\$0	\$0	\$123,950
	<b>\$145,958,928</b>	<b>\$53,339,376</b>	<b>\$7,964,796</b>	<b>\$77,937</b>	<b>\$18,629,968</b>	<b>\$225,971,005</b>



## CORE DECISION ITEM

Department of Transportation

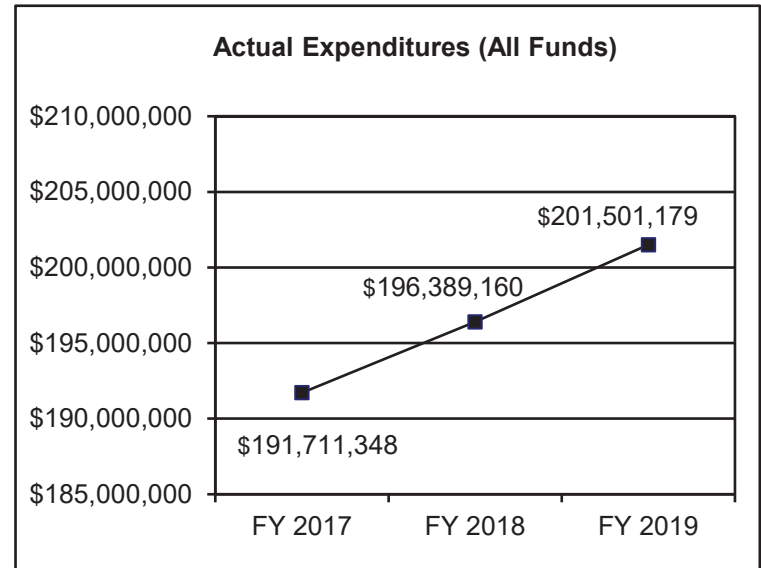
HB Section: 4.405

Division: Department Wide

Core: Fringe Benefits

## 4. FINANCIAL HISTORY

	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Current Yr.
Appropriation (All Funds)	\$214,869,128	\$216,899,128	\$221,463,181	\$227,991,317
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$214,869,128	\$216,899,128	\$221,463,181	N/A
Actual Expenditures (All Funds)	\$191,711,348	\$196,389,160	\$201,501,179	N/A
Unexpended (All Funds)	\$23,157,780	\$20,509,968	\$19,962,002	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$60,568	\$39,520	\$81,482	N/A
Other	\$23,097,212	\$20,470,448	\$19,880,520	N/A
	(1)	(1)	(1)	



\*Restricted amount is N/A

Reverted includes Governor's standard three percent reserve (when applicable).

Restricted includes any extraordinary expenditure restrictions (when applicable).

**NOTES:**

(1) The unexpended amounts are related to high turnover throughout the department.



## FLEXIBILITY REQUEST FORM

<b>BUDGET UNIT NUMBER:</b> Multiple <b>BUDGET UNIT NAME:</b> Multiple <b>HOUSE BILL SECTION:</b> 4.405		<b>DEPARTMENT:</b> Missouri Department of Transportation (MoDOT) <b>DIVISION:</b> Department Wide	
<b>1. Provide the amount by fund of personal service flexibility and the amount by fund of expense and equipment flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed. If flexibility is being requested among divisions, provide the amount by fund of flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed.</b>			
<b>DEPARTMENT REQUEST</b>			
The department is requesting 15 percent flexibility for fiscal year 2021 between personal services, fringe benefits and expense and equipment. This flexibility allows MoDOT to provide services in the most efficient and reliable manner without artificially increasing appropriation authority.			
<b>2. Estimate how much flexibility will be used for the budget year. How much flexibility was used in the Prior Year Budget and the Current Year Budget? Please specify the amount.</b>			
<b>PRIOR YEAR ACTUAL AMOUNT OF FLEXIBILITY USED</b>	<b>CURRENT YEAR ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED</b>	<b>BUDGET REQUEST ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED</b>	
N/A - No flexibility language in prior year.	N/A - No flexibility language in current year.	The department is requesting 15 percent flexibility between personal services, fringe benefits and expense and equipment, as needed.	
<b>3. Please explain how flexibility was used in the prior and/or current years.</b>			
<b>PRIOR YEAR EXPLAIN ACTUAL USE</b>		<b>CURRENT YEAR EXPLAIN PLANNED USE</b>	
N/A		N/A	



MISSOURI DEPARTMENT OF TRANSPORTATION (MoDOT)							
						FLEXIBILITY	
HB	APPROP	APPROP NAME	FUND	FUND	FY 20 APPROP AMT	FY 20 TAFP	FY 21 REQUESTED
4.405	0102	FRINGES MULTIMODAL PS - MULTI OP	0126	FED	\$244,445		15%
4.405	0115	FRINGES MULTIMODAL PS - ST TRANS FUND	0675	OTHER	\$123,950		15%
4.405	4662	FRINGES MULTIMODAL PS - AVIATION FUND	0952	OTHER	\$392,294		15%
4.405	6181	FRINGES MULTIMODAL PS - RR FUND	0659	OTHER	\$369,066		15%
4.405	6312	FRINGES MAINTENANCE PS - HIGHWAY SAFETY	0149	FED	\$255,230		15%
4.405	7438	FRINGES ADMINISTRATION PS	0320	OTHER	\$14,466,199		15%
4.405	7439	FRINGES ADMINISTRATION E&E	0320	OTHER	\$19,089,430		15%
4.405	7443	FRINGES CONSTRUCTION PS	0320	OTHER	\$52,900,835		15%
4.405	7444	FRINGES CONSTRUCTION E&E	0320	OTHER	\$685,000		15%
4.405	7448	FRINGES MAINTENANCE PS	0320	OTHER	\$121,314,124		15%
4.405	7449	FRINGES MAINTENANCE E&E	0320	OTHER	\$6,653,778		15%
4.405	7466	FRINGES FLT, FAC & INFO PS	0320	OTHER	\$10,888,631		15%
4.405	7467	FRINGES FLT, FAC & INFO E&E	0320	OTHER	\$244,493		15%
4.405	7469	FRINGES MULTIMODAL PS	0320	OTHER	\$363,842		15%



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**CORE RECONCILIATION**


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**STATE  
FRINGE BENEFITS-ADMINISTRATIO**


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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	PS	0.00	0	0	14,466,199	14,466,199	
	EE	0.00	0	0	19,089,430	19,089,430	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>33,555,629</b>	<b>33,555,629</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	PS	0.00	0	0	14,466,199	14,466,199	
	EE	0.00	0	0	19,089,430	19,089,430	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>33,555,629</b>	<b>33,555,629</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>							
Core Reduction	[#2726] PS	0.00	0	0	(57,505)	(57,505)	Fringe reductions to align with planned staffing needs
<b>NET GOVERNOR CHANGES</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(57,505)</b>	<b>(57,505)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PS	0.00	0	0	14,408,694	14,408,694	
	EE	0.00	0	0	19,089,430	19,089,430	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>33,498,124</b>	<b>33,498,124</b>	



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**CORE RECONCILIATION**


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**STATE  
FRINGE BENEFITS-CONSTRUCTION**


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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	PS	0.00	0	0	52,900,835	52,900,835	
	EE	0.00	0	0	685,000	685,000	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>53,585,835</b>	<b>53,585,835</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	PS	0.00	0	0	52,900,835	52,900,835	
	EE	0.00	0	0	685,000	685,000	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>53,585,835</b>	<b>53,585,835</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>							
Core Reduction	[#2727] PS	0.00	0	0	(390,550)	(390,550)	Fringe reduction to align with planned staffing need
<b>NET GOVERNOR CHANGES</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(390,550)</b>	<b>(390,550)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PS	0.00	0	0	52,510,285	52,510,285	
	EE	0.00	0	0	685,000	685,000	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>53,195,285</b>	<b>53,195,285</b>	



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**CORE RECONCILIATION**


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**STATE  
FRINGE BENEFITS-MAINTENANCE**


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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	PS	0.00	0	255,230	121,314,124	121,569,354	
	EE	0.00	0	0	6,653,778	6,653,778	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>255,230</b>	<b>127,967,902</b>	<b>128,223,132</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	PS	0.00	0	255,230	121,314,124	121,569,354	
	EE	0.00	0	0	6,653,778	6,653,778	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>255,230</b>	<b>127,967,902</b>	<b>128,223,132</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>							
Core Reduction	[#2728] PS	0.00	0	0	(10,057)	(10,057)	Fringe reduction to align with planned staffing needs
<b>NET GOVERNOR CHANGES</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(10,057)</b>	<b>(10,057)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PS	0.00	0	255,230	121,304,067	121,559,297	
	EE	0.00	0	0	6,653,778	6,653,778	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>255,230</b>	<b>127,957,845</b>	<b>128,213,075</b>	



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**CORE RECONCILIATION**


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**STATE  
FRINGE BENEFITS-FLT,FAC & INFO**


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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	PS	0.00	0	0	10,888,631	10,888,631	
	EE	0.00	0	0	244,493	244,493	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>11,133,124</b>	<b>11,133,124</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	PS	0.00	0	0	10,888,631	10,888,631	
	EE	0.00	0	0	244,493	244,493	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>11,133,124</b>	<b>11,133,124</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>							
Core Reduction	[#2729] PS	0.00	0	0	(1,562,200)	(1,562,200)	Fringe reduction to align with planned staffing needs
<b>NET GOVERNOR CHANGES</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(1,562,200)</b>	<b>(1,562,200)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PS	0.00	0	0	9,326,431	9,326,431	
	EE	0.00	0	0	244,493	244,493	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>9,570,924</b>	<b>9,570,924</b>	



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**CORE RECONCILIATION**


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STATE  
FRINGE BENEFITS-MULTIMODAL OP

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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	PS	0.00	0	244,445	1,249,152	1,493,597	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>244,445</b>	<b>1,249,152</b>	<b>1,493,597</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	PS	0.00	0	244,445	1,249,152	1,493,597	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>244,445</b>	<b>1,249,152</b>	<b>1,493,597</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PS	0.00	0	244,445	1,249,152	1,493,597	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>244,445</b>	<b>1,249,152</b>	<b>1,493,597</b>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-ADMINISTRATIO</b>								
<b>CORE</b>								
BENEFITS	12,393,137	0.00	14,466,199	0.00	14,466,199	0.00	14,408,694	0.00
<b>TOTAL - PS</b>	<b>12,393,137</b>	<b>0.00</b>	<b>14,466,199</b>	<b>0.00</b>	<b>14,466,199</b>	<b>0.00</b>	<b>14,408,694</b>	<b>0.00</b>
MISCELLANEOUS EXPENSES	17,667,255	0.00	19,089,430	0.00	19,089,430	0.00	19,089,430	0.00
<b>TOTAL - EE</b>	<b>17,667,255</b>	<b>0.00</b>	<b>19,089,430</b>	<b>0.00</b>	<b>19,089,430</b>	<b>0.00</b>	<b>19,089,430</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$30,060,392</b>	<b>0.00</b>	<b>\$33,555,629</b>	<b>0.00</b>	<b>\$33,555,629</b>	<b>0.00</b>	<b>\$33,498,124</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$30,060,392</b>	<b>0.00</b>	<b>\$33,555,629</b>	<b>0.00</b>	<b>\$33,555,629</b>	<b>0.00</b>	<b>\$33,498,124</b>	<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-CONSTRUCTION</b>								
<b>CORE</b>								
BENEFITS	45,849,090	0.00	52,900,835	0.00	52,900,835	0.00	52,510,285	0.00
<b>TOTAL - PS</b>	<b>45,849,090</b>	<b>0.00</b>	<b>52,900,835</b>	<b>0.00</b>	<b>52,900,835</b>	<b>0.00</b>	<b>52,510,285</b>	<b>0.00</b>
MISCELLANEOUS EXPENSES	52,593	0.00	685,000	0.00	685,000	0.00	685,000	0.00
<b>TOTAL - EE</b>	<b>52,593</b>	<b>0.00</b>	<b>685,000</b>	<b>0.00</b>	<b>685,000</b>	<b>0.00</b>	<b>685,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$45,901,683</b>	<b>0.00</b>	<b>\$53,585,835</b>	<b>0.00</b>	<b>\$53,585,835</b>	<b>0.00</b>	<b>\$53,195,285</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$45,901,683	0.00	\$53,585,835	0.00	\$53,585,835	0.00	\$53,195,285	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MAINTENANCE</b>								
<b>CORE</b>								
BENEFITS	110,886,485	0.00	121,569,354	0.00	121,569,354	0.00	121,559,297	0.00
<b>TOTAL - PS</b>	<b>110,886,485</b>	<b>0.00</b>	<b>121,569,354</b>	<b>0.00</b>	<b>121,569,354</b>	<b>0.00</b>	<b>121,559,297</b>	<b>0.00</b>
MISCELLANEOUS EXPENSES	5,765,434	0.00	6,653,778	0.00	6,653,778	0.00	6,653,778	0.00
<b>TOTAL - EE</b>	<b>5,765,434</b>	<b>0.00</b>	<b>6,653,778</b>	<b>0.00</b>	<b>6,653,778</b>	<b>0.00</b>	<b>6,653,778</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$116,651,919</b>	<b>0.00</b>	<b>\$128,223,132</b>	<b>0.00</b>	<b>\$128,223,132</b>	<b>0.00</b>	<b>\$128,213,075</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$205,709	0.00	\$255,230	0.00	\$255,230	0.00	\$255,230	0.00
OTHER FUNDS	\$116,446,210	0.00	\$127,967,902	0.00	\$127,967,902	0.00	\$127,957,845	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-FLT,FAC &amp; INFO</b>								
<b>CORE</b>								
BENEFITS	7,501,886	0.00	10,888,631	0.00	10,888,631	0.00	9,326,431	0.00
<b>TOTAL - PS</b>	<b>7,501,886</b>	<b>0.00</b>	<b>10,888,631</b>	<b>0.00</b>	<b>10,888,631</b>	<b>0.00</b>	<b>9,326,431</b>	<b>0.00</b>
MISCELLANEOUS EXPENSES	215,813	0.00	244,493	0.00	244,493	0.00	244,493	0.00
<b>TOTAL - EE</b>	<b>215,813</b>	<b>0.00</b>	<b>244,493</b>	<b>0.00</b>	<b>244,493</b>	<b>0.00</b>	<b>244,493</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$7,717,699</b>	<b>0.00</b>	<b>\$11,133,124</b>	<b>0.00</b>	<b>\$11,133,124</b>	<b>0.00</b>	<b>\$9,570,924</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$7,717,699</b>	<b>0.00</b>	<b>\$11,133,124</b>	<b>0.00</b>	<b>\$11,133,124</b>	<b>0.00</b>	<b>\$9,570,924</b>	<b>0.00</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MULTIMODAL OP</b>								
<b>CORE</b>								
BENEFITS	1,169,486	0.00	1,493,597	0.00	1,493,597	0.00	1,493,597	0.00
TOTAL - PS	1,169,486	0.00	1,493,597	0.00	1,493,597	0.00	1,493,597	0.00
GRAND TOTAL	\$1,169,486	0.00	\$1,493,597	0.00	\$1,493,597	0.00	\$1,493,597	0.00
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$187,362	0.00	\$244,445	0.00	\$244,445	0.00	\$244,445	0.00
OTHER FUNDS	\$982,124	0.00	\$1,249,152	0.00	\$1,249,152	0.00	\$1,249,152	0.00



## PROGRAM DESCRIPTION

Department of Transportation

HB Section: 4.405

Program Name: Department Wide

Program is found in the following core budget(s): Fringe Benefits

**1a. What strategic priority does this program address?**

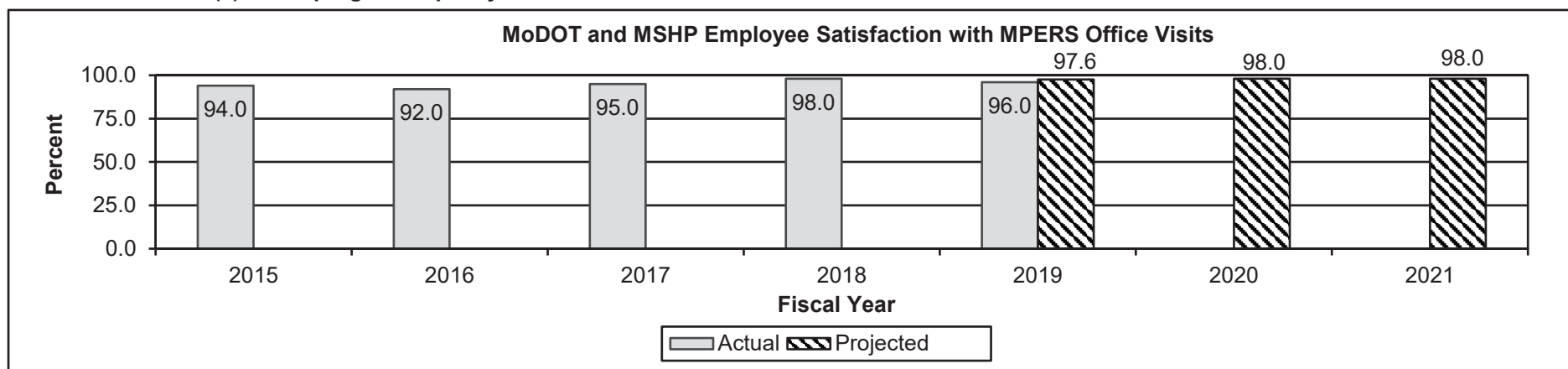
Service - deliver transportation solutions of great value and use resources wisely

**1b. What does this program do?**

This program is for the continuation of the core fringe benefits within MoDOT. The personal services fringe benefits include retirement and long term disability (LTD) contributions and medical and life insurance. The expense and equipment fringe benefits include medical insurance for retirees, workers' compensation and the Employee Assistance Program (EAP).

**2a. Provide an activity measure(s) for the program.**

As of December 31, 2019, there were 4,866 active MoDOT employees, 4,804 MoDOT retirees and 9,466 MoDOT dependents enrolled in the MoDOT/MSHP Medical Plan. MoDOT estimates approximately 215 employees will retire in calendar year 2020. As of December 31, 2019, there were 5,165 active MoDOT employees in the MoDOT and Patrol Employees' Retirement System (MPERS) retirement plan.

**2b. Provide a measure(s) of the program's quality.**

This chart shows the percent of employees who rated their satisfactions with an MPERS office visit as excellent. Data is collected through an online survey emailed to employees immediately after their office visit. "Overall, how satisfied were you with the service you received during your visit to MPERS?" was the question surveyed. The projections were established by averaging the last five years and projecting a three percent improvement.



## PROGRAM DESCRIPTION

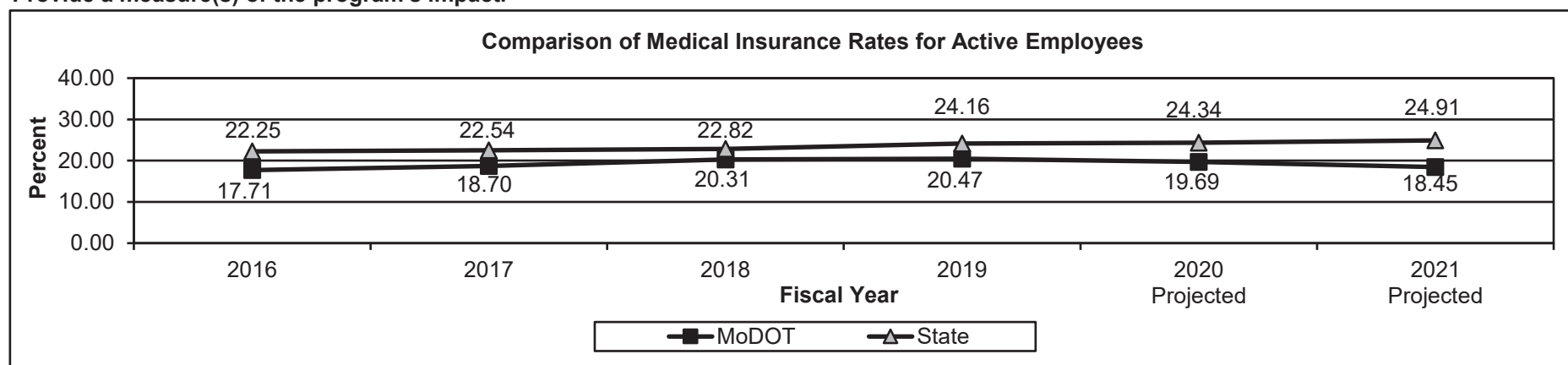
Department of Transportation

HB Section: 4.405

Program Name: Department Wide

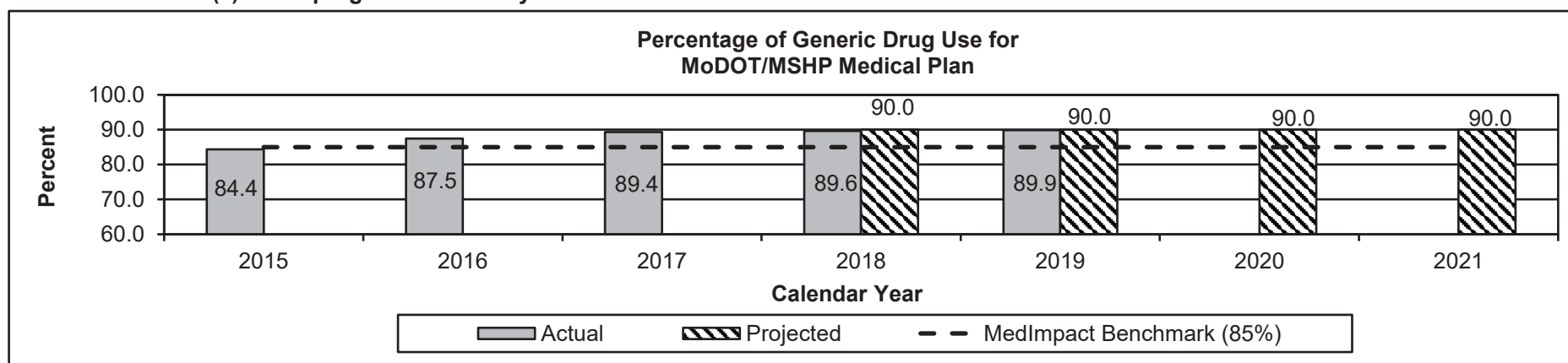
Program is found in the following core budget(s): Fringe Benefits

2c. Provide a measure(s) of the program's impact.



MoDOT's medical insurance rates are calculated by dividing premium contributions by personal service costs. The medical insurance rate from the state are provided in the annual budget instructions. The projections for MoDOT's medical insurance rates were calculated by dividing estimated premium contributions by budgeted personal services costs. The projections for the state's medical insurance rates were provided in the annual budget instructions.

2d. Provide a measure(s) of the program's efficiency.



Data is provided by the prescription drug administrator and shows the increased use of generic prescriptions among plan participants. The projections are based on a five percent increase from the benchmark data provided by MedImpact.



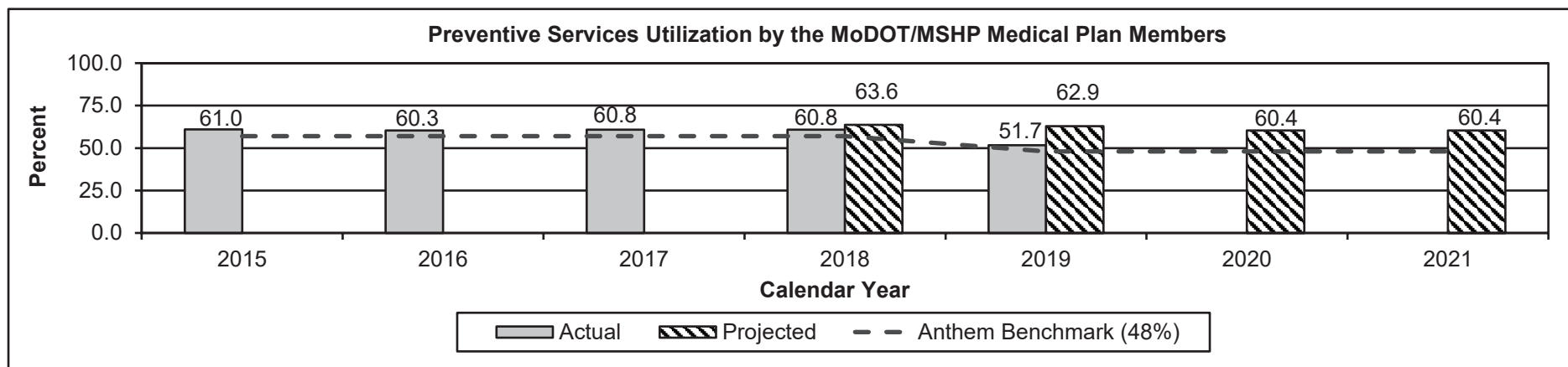
## PROGRAM DESCRIPTION

Department of Transportation

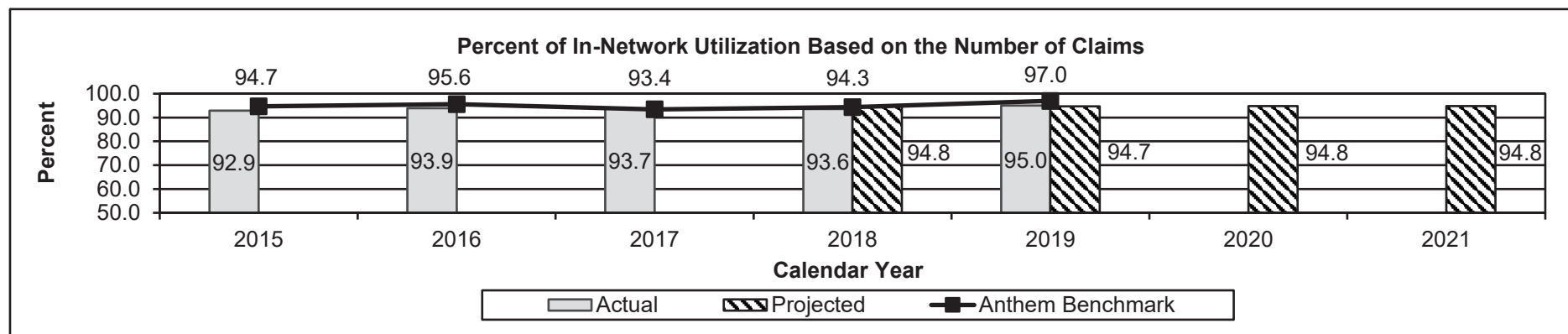
HB Section: 4.405

Program Name: Department Wide

Program is found in the following core budget(s): Fringe Benefits



Preventive services primarily include annual physical exams and routine immunizations, but can also include recommended procedures such as colonoscopies and mammograms. The benchmark for 2015 to 2018 was provided by Aetna, the department's medical plan administrator from 2017 to 2018. The benchmark for 2019 was provided by Anthem, the department's medical plan administrator starting in 2019. The projections were established by averaging the last five years and projecting a 1.5 percent improvement.



The benchmark for 2015 to 2018 was provided by Aetna, the department's medical plan administrator from 2017 to 2018. The benchmark for 2019 was provided by Anthem, the department's medical plan administrator starting in 2019. The projections were established by averaging the last five years and projecting a one percent improvement.



## PROGRAM DESCRIPTION

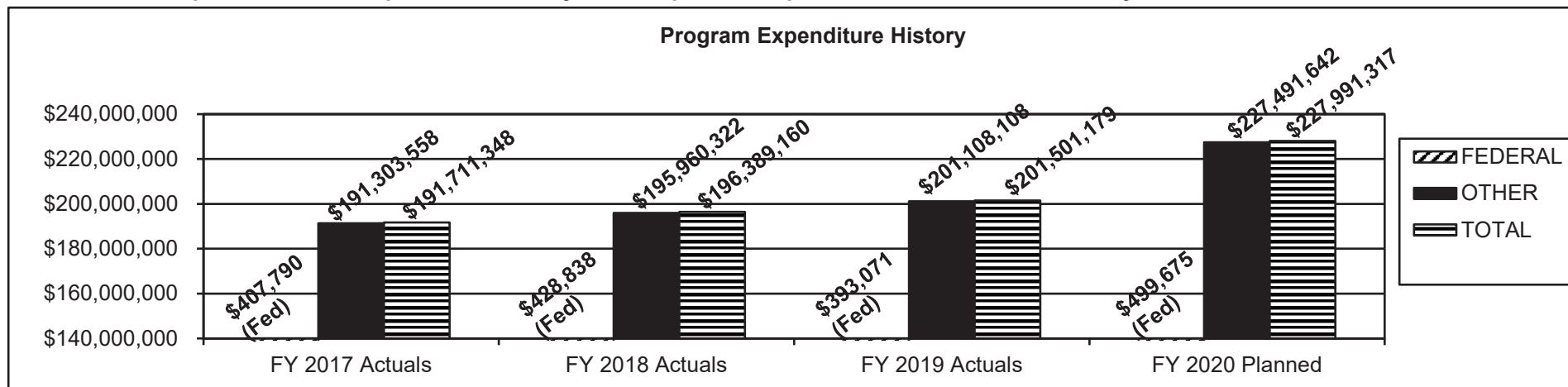
Department of Transportation

HB Section: 4.405

Program Name: Department Wide

Program is found in the following core budget(s): Fringe Benefits

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year.



4. What are the sources of the "Other" funds?

State Road Fund (0320), Railroad Expense Fund (0659), State Transportation Fund (0675) and Aviation Trust Fund (0952)

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

Article IV, Section 30(b) and (c), MO Constitution, Title 23 USC 130, 400-411, Title 49 USC (various programs), 33.546, 226.220, 226.225, 305.230 and 622.015, RSMo.

6. Are there federal matching requirements? If yes, please explain.

No

7. Is this a federally mandated program? If yes, please explain.

Yes, this program is a federal mandate under the Affordable Care Act (ACA).



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**NEW DECISION ITEM**  
**RANK:** \_\_\_\_\_ **OF** \_\_\_\_\_

<b>Department of Transportation</b>	<b>Budget Unit:</b> _____
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits for Above &amp; Beyond Performance Incentives DI# 1605024</b>	<b>HB Section:</b> _____

**1. AMOUNT OF REQUEST**

	FY 2021 Budget Request			
	GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**FTE**                      **0.00**            **0.00**            **0.00**            **0.00**

<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds:

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
PS	\$0	\$954	\$369,719	\$370,673
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$954</b>	<b>\$369,719</b>	<b>\$370,673</b>

**FTE**                      **0.00**            **0.00**            **0.00**            **0.00**

<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds:

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

_____ New Legislation	<u>  X  </u>	_____ New Program	_____ Fund Switch
_____ Federal Mandate	_____	_____ Program Expansion	_____ Cost to Continue
_____ GR Pick-Up	_____	_____ Space Request	_____ Equipment Replacement
_____ Pay Plan	_____	_____ Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

The Governor's Fiscal Year 2021 budget includes appropriation authority for Above and Beyond performance incentives. The ability to provide a link between compensation, "above and beyond" performance, and accountability is a proven best practice for employee reward and recognition programs used in other state governments and the private sector. The Division of Personnel partnered with all executive branch departments and a consulting firm to develop a new, top quality evaluation process, with supporting training for all supervisors and tools, to enable department leadership to identify those team members who are delivering exceptional performance. The program is designed to incentivize these individuals to continue this high level of performance and others to raise their game. With the goal of retaining those identified as top performers and the anticipation that these top performers will continue to deliver exceptional results, the request is for funding to be appropriated which provides top performers with a temporary salary increase for the services to be performed over the next year.

**The Governor's Recommendation included funding for this item.**



**NEW DECISION ITEM**  
**RANK: \_\_\_\_\_ OF \_\_\_\_\_**

<b>Department of Transportation</b>	<b>Budget Unit:</b> _____
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits for Above &amp; Beyond Performance Incentives DI# 1605024</b>	<b>HB Section:</b> _____

### 3. WHY IS THIS FUNDING NEEDED? (Continued)

This request is essential to the state government's transformation of its approach to compensation and incentive practices to be in line with proven best practices in high performing organizations. Along with other rewards and recognition, such monetary incentives help sustain and motivate performance. Other state governments have adopted similar approaches to incentivize individuals to continue truly exceptional performance. Such approaches can incentivize not only continued excellent performance in current roles but also a commitment to continuous improvement and additional professional development.

### 4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)

The appropriated amount is based on departments providing performance incentives of 5% for the top 10% of employees with incentives capped at \$2,500 per employee. The appropriated amount will cover half of the anticipated cost of the performance incentives. Departments will cover the remaining half of the cost within their core budgets.

### 5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLAR
100-Salaries and Wages	\$0	0.0	\$0	0.0	\$0	0.0	\$0	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>

Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLAR
100-Salaries and Wages	\$0	0.0	\$954	0.0	\$369,719		\$370,673	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$954</b>	<b>0.0</b>	<b>\$369,719</b>	<b>0.0</b>	<b>\$370,673</b>	<b>0.0</b>	<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$954</b>	<b>0.0</b>	<b>\$369,719</b>	<b>0.0</b>	<b>\$370,673</b>	<b>0.0</b>	<b>\$0</b>



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-ADMINISTRATIO</b>								
<b>Above and Beyond-MoDOT Fringes - 1605024</b>								
BENEFITS	0	0.00	0	0.00	0	0.00	370,673	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>370,673</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$370,673</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$954	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$369,719	0.00



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**NEW DECISION ITEM**  
**RANK: 6 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010</b>	<b>HB Section: 4.405</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$6,572	\$2,842,677	\$2,849,249
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$6,572</b>	<b>\$2,842,677</b>	<b>\$2,849,249</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)  
 State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$6,572	\$2,842,677	\$2,849,249
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$6,572</b>	<b>\$2,842,677</b>	<b>\$2,849,249</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)  
 State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input checked="" type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

**Article IV, Section 30(b), MO Constitution, 226.220, RSMo**

This expansion item is requested for fringe benefits associated with the cost to continue fiscal year 2020 MoDOT pay plan.

**The Governor's Recommendation is the same as the department's request.**



**NEW DECISION ITEM**  
**RANK: 6 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010</b>	<b>HB Section: 4.405</b>

The Department's request for the fringe benefits expansion for the cost to continue fiscal year 2020 MoDOT pay plan by fund is as follows:

	<u><b>Increase</b></u>	<u><b>Fund</b></u>
Administration	\$208,199	State Road Fund
Maintenance	\$1,708,030	State Road Fund
Highway Safety	\$3,411	Highway Safety Federal Fund
Construction	\$779,558	State Road Fund
Fleet, Facilities & Info Systems	\$127,830	State Road Fund
Multimodal - State Road Fund	\$5,684	State Road Fund
Multimodal - Aviation Trust Fund	\$5,618	Aviation Trust Fund
Multimodal - State Transportation Fund	\$1,479	State Transportation Fund
Multimodal - Railroad Expense Fund	\$6,279	Railroad Expense Fund
Multimodal - Federal Fund	\$3,161	Multimodal Operations Federal Fund
<b>Total</b>	<b><u><u>\$2,849,249</u></u></b>	

The Governor's Recommendation for the fringe benefits expansion for the cost to continue fiscal year 2020 MoDOT pay plan by fund is as follows:

	<u><b>Increase</b></u>	<u><b>Fund</b></u>
Administration	\$208,199	State Road Fund
Maintenance	\$1,708,030	State Road Fund
Highway Safety	\$3,411	Highway Safety Federal Fund
Construction	\$779,558	State Road Fund
Fleet, Facilities & Info Systems	\$127,830	State Road Fund
Multimodal - State Road Fund	\$5,684	State Road Fund
Multimodal - Aviation Trust Fund	\$5,618	Aviation Trust Fund
Multimodal - State Transportation Fund	\$1,479	State Transportation Fund
Multimodal - Railroad Expense Fund	\$6,279	Railroad Expense Fund
Multimodal - Federal Fund	\$3,161	Multimodal Operations Federal Fund
<b>Total</b>	<b><u><u>\$2,849,249</u></u></b>	



NEW DECISION ITEM  
RANK: 6 OF 19

Department of Transportation					Budget Unit: <u>Multiple</u>				
Division: Department Wide									
DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan    DI# 1605010					HB Section: <u>4.405</u>				

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This budget request is based on an increase in fringe benefits associated with the cost to continue fiscal year 2020 MoDOT pay plan.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$6,572	0.0	\$2,842,677	0.0	\$2,849,249	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$6,572</b>	<b>0.0</b>	<b>\$2,842,677</b>	<b>0.0</b>	<b>\$2,849,249</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$6,572</b>	<b>0.0</b>	<b>\$2,842,677</b>	<b>0.0</b>	<b>\$2,849,249</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 6 OF 19

Department of Transportation					Budget Unit: <u>Multiple</u>				
Division: Department Wide									
DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010					HB Section: <u>4.405</u>				
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$6,572	0.0	\$2,842,677	0.0	\$2,849,249	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$6,572</b>	<b>0.0</b>	<b>\$2,842,677</b>	<b>0.0</b>	<b>\$2,849,249</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$6,572</b>	<b>0.0</b>	<b>\$2,842,677</b>	<b>0.0</b>	<b>\$2,849,249</b>	<b>0.0</b>	<b>\$0</b>



**NEW DECISION ITEM**  
**RANK: 6 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010**

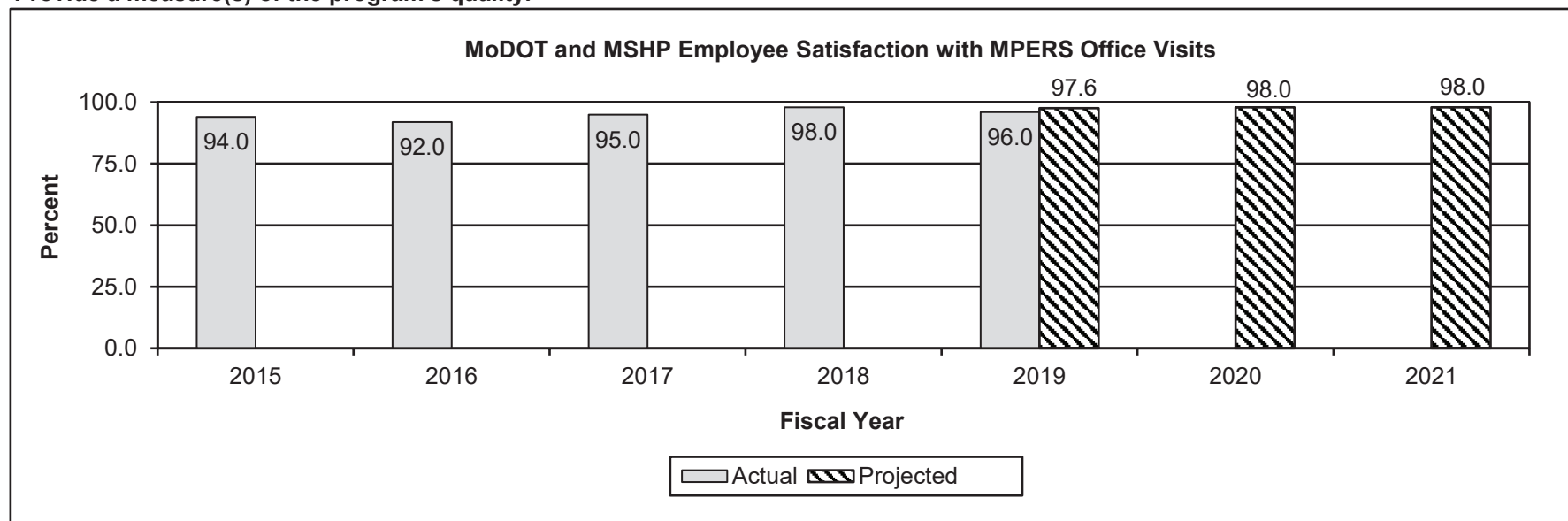
**Budget Unit: Multiple**  
**HB Section: 4.405**

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional**

**6a. Provide an activity measure(s) for the program.**

As of December 31, 2019, there were 4,866 active MoDOT employees, 4,804 MoDOT retirees and 9,466 MoDOT dependents enrolled in the MoDOT/MSHP Medical Plan. MoDOT estimates approximately 215 employees will retire in calendar year 2020. As of December 31, 2019, there were 5,165 active MoDOT employees in the MoDOT and Patrol Employees' Retirement System (MPERS) retirement plan.

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of employees who rated their satisfactions with an MPERS office visit as excellent. Data is collected through an online survey emailed to employees immediately after their office visit. "Overall, how satisfied were you with the service you received during your visit to MPERS?" was the question surveyed. The projections were established by averaging the last five years and projecting a three percent improvement.

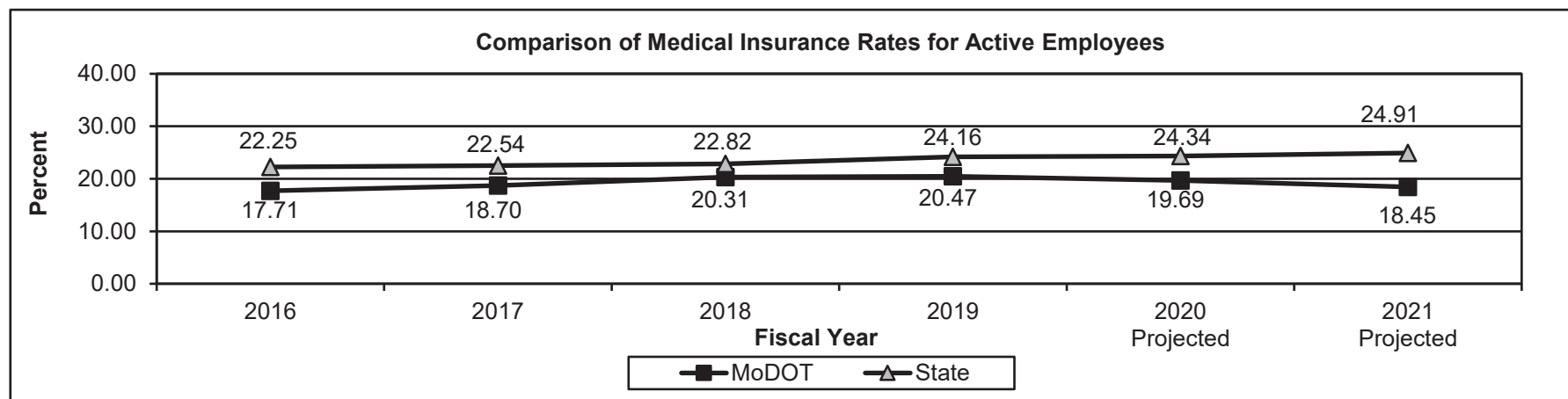


**NEW DECISION ITEM**  
**RANK: 6 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010**

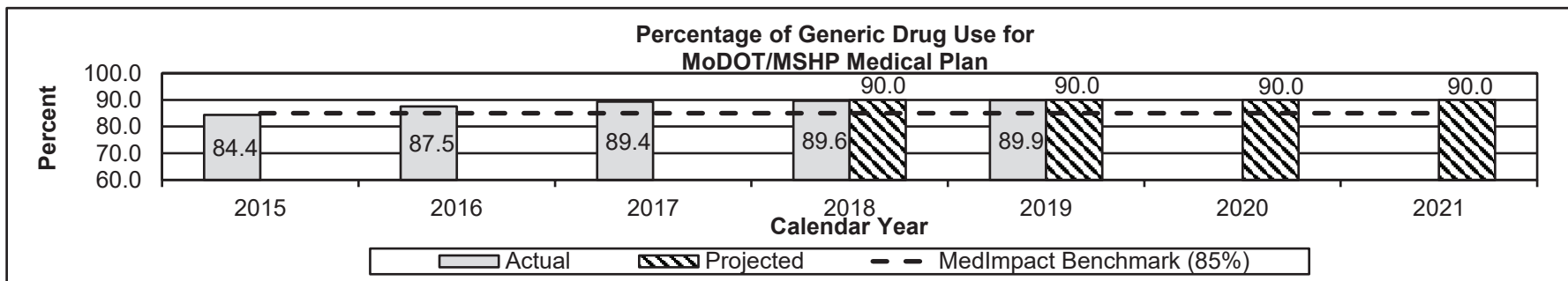
**Budget Unit: Multiple**  
**HB Section: 4.405**

**6c. Provide a measure(s) of the program's impact.**



MoDOT's medical insurance rates are calculated by dividing premium contributions by personal service costs. The medical insurance rates from the state are provided in the annual budget instructions. The projections for MoDOT's medical insurance rates were calculated by dividing estimated premium contributions by budgeted personal services costs. The projections for the state's medical insurance rates were provided in the annual budget instructions.

**6d. Provide a measure(s) of the program's efficiency.**



Data is provided by the prescription drug administrator and shows the increased use of generic prescriptions among plan participants. The projections are based on a five percent increase from the benchmark data provided by MedImpact.



**NEW DECISION ITEM**  
**RANK: 6 OF 19**

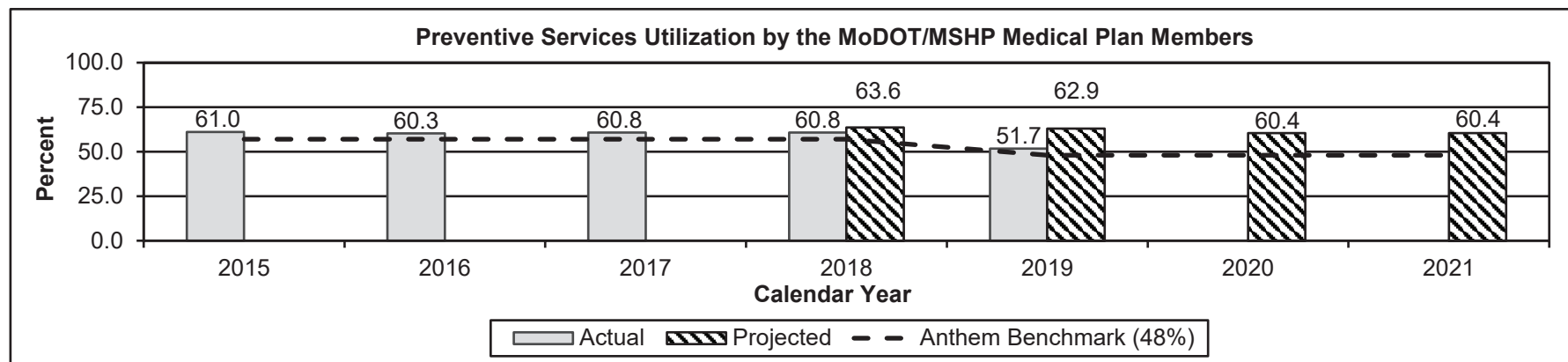
**Department of Transportation**

**Budget Unit: Multiple**

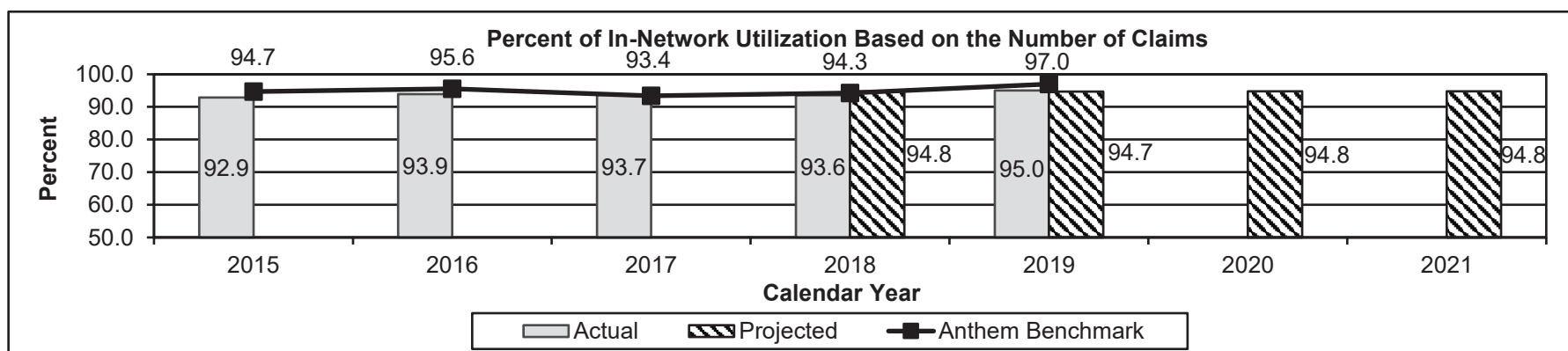
**Division: Department Wide**

**DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010**

**HB Section: 4.405**



Preventive services primarily include annual physical exams and routine immunizations, but can also include recommended procedures such as colonoscopies and mammograms. The benchmark for 2015 to 2018 was provided by Aetna, the department's medical plan administrator from 2017 to 2018. The benchmark for 2019 was provided by Anthem, the department's medical plan administrator starting in 2019. The projections were established by averaging the last five years and projecting a 1.5 percent improvement.



The benchmark for 2015 to 2018 was provided by Aetna, the department's medical plan administrator from 2017 to 2018. The benchmark for 2019 was provided by Anthem, the department's medical plan administrator starting in 2019. The projections were established by averaging the last five years and projecting a one percent improvement.



NEW DECISION ITEM  
RANK: 6 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: Fringe Benefits Expansion - FY20 CTC Pay Plan DI# 1605010	HB Section: <u>4.405</u>

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

Attempt to strategically reduce annual increases in medical premiums by emphasizing the use of in-network providers and generic drugs and a healthier population through use of preventive services.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-ADMINISTRATIO</b>								
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
BENEFITS	0	0.00	0	0.00	208,199	0.00	208,199	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>208,199</b>	<b>0.00</b>	<b>208,199</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$208,199</b>	<b>0.00</b>	<b>\$208,199</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$208,199	0.00	\$208,199	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-CONSTRUCTION</b>								
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
BENEFITS	0	0.00	0	0.00	779,558	0.00	779,558	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>779,558</b>	<b>0.00</b>	<b>779,558</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$779,558</b>	<b>0.00</b>	<b>\$779,558</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$779,558	0.00	\$779,558	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MAINTENANCE</b>								
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
BENEFITS	0	0.00	0	0.00	1,711,441	0.00	1,711,441	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,711,441</b>	<b>0.00</b>	<b>1,711,441</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,711,441</b>	<b>0.00</b>	<b>\$1,711,441</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$3,411	0.00	\$3,411	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$1,708,030	0.00	\$1,708,030	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-FLT,FAC &amp; INFO</b>								
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
BENEFITS	0	0.00	0	0.00	127,830	0.00	127,830	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>127,830</b>	<b>0.00</b>	<b>127,830</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$127,830</b>	<b>0.00</b>	<b>\$127,830</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$127,830	0.00	\$127,830	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MULTIMODAL OP</b>								
<b>Fringes-CTC MoDOT Pay Plan - 1605010</b>								
BENEFITS	0	0.00	0	0.00	22,221	0.00	22,221	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>22,221</b>	<b>0.00</b>	<b>22,221</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$22,221</b>	<b>0.00</b>	<b>\$22,221</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$3,161	0.00	\$3,161	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$19,060	0.00	\$19,060	0.00



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**NEW DECISION ITEM**  
**RANK: 7 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011</b>	<b>HB Section: 4.405</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$2,717	\$984,413	\$987,130
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$2,717</b>	<b>\$984,413</b>	<b>\$987,130</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)  
 State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$2,717	\$984,413	\$987,130
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$2,717</b>	<b>\$984,413</b>	<b>\$987,130</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)  
 State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input checked="" type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

**Article IV, Section 30(b), MO Constitution, 226.220, RSMo**

This expansion item is requested for fringe benefits associated with the fiscal year 2021 MoDOT pay plan.

**The Governor's Recommendation is the same as the department's request.**



**NEW DECISION ITEM**  
**RANK: 7 OF 19**

<b>Department of Transportation</b>		<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>		
<b>DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011</b>		<b>HB Section: 4.405</b>
The Department's request for the fringe benefits expansion for the fiscal year 2021 MoDOT Pay Plan by fund is as follows:		
	<b>Increase</b>	<b>Fund</b>
Administration	\$67,958	State Road Fund
Maintenance	\$621,353	State Road Fund
Highway Safety	\$1,302	Highway Safety Federal Fund
Construction	\$241,347	State Road Fund
Fleet, Facilities & Info Systems	\$46,834	State Road Fund
Multimodal - State Road Fund	\$2,122	State Road Fund
Multimodal - Aviation Trust Fund	\$2,246	Aviation Trust Fund
Multimodal - State Transportation Fund	\$655	State Transportation Fund
Multimodal - Railroad Expense Fund	\$1,898	Railroad Expense Fund
Multimodal - Federal Fund	\$1,415	Multimodal Operations Federal Fund
<b>Total</b>	<b>\$987,130</b>	
The Governor's Recommendations for the fringe benefits expansion for the fiscal year 2021 MoDOT Pay Plan by fund is as follows:		
	<b>Increase</b>	<b>Fund</b>
Administration	\$67,958	State Road Fund
Maintenance	\$621,353	State Road Fund
Highway Safety	\$1,302	Highway Safety Federal Fund
Construction	\$241,347	State Road Fund
Fleet, Facilities & Info Systems	\$46,834	State Road Fund
Multimodal - State Road Fund	\$2,122	State Road Fund
Multimodal - Aviation Trust Fund	\$2,246	Aviation Trust Fund
Multimodal - State Transportation Fund	\$655	State Transportation Fund
Multimodal - Railroad Expense Fund	\$1,898	Railroad Expense Fund
Multimodal - Federal Fund	\$1,415	Multimodal Operations Federal Fund
<b>Total</b>	<b>\$987,130</b>	



NEW DECISION ITEM  
RANK: 7 OF 19

Department of Transportation					Budget Unit: <u>Multiple</u>				
Division: Department Wide									
DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011					HB Section: <u>4.405</u>				

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This budget request is based on an increase in fringe benefits associated with the fiscal year 2021 MoDOT pay plan.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$2,717	0.0	\$984,413	0.0	\$987,130	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$2,717</b>	<b>0.0</b>	<b>\$984,413</b>	<b>0.0</b>	<b>\$987,130</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$2,717</b>	<b>0.0</b>	<b>\$984,413</b>	<b>0.0</b>	<b>\$987,130</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 7 OF 19

Department of Transportation					Budget Unit: <u>Multiple</u>				
Division: Department Wide									
DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011					HB Section: <u>4.405</u>				
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$2,717	0.0	\$984,413	0.0	\$987,130	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$2,717</b>	<b>0.0</b>	<b>\$984,413</b>	<b>0.0</b>	<b>\$987,130</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$2,717</b>	<b>0.0</b>	<b>\$984,413</b>	<b>0.0</b>	<b>\$987,130</b>	<b>0.0</b>	<b>\$0</b>



**NEW DECISION ITEM**  
**RANK: 7 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011**

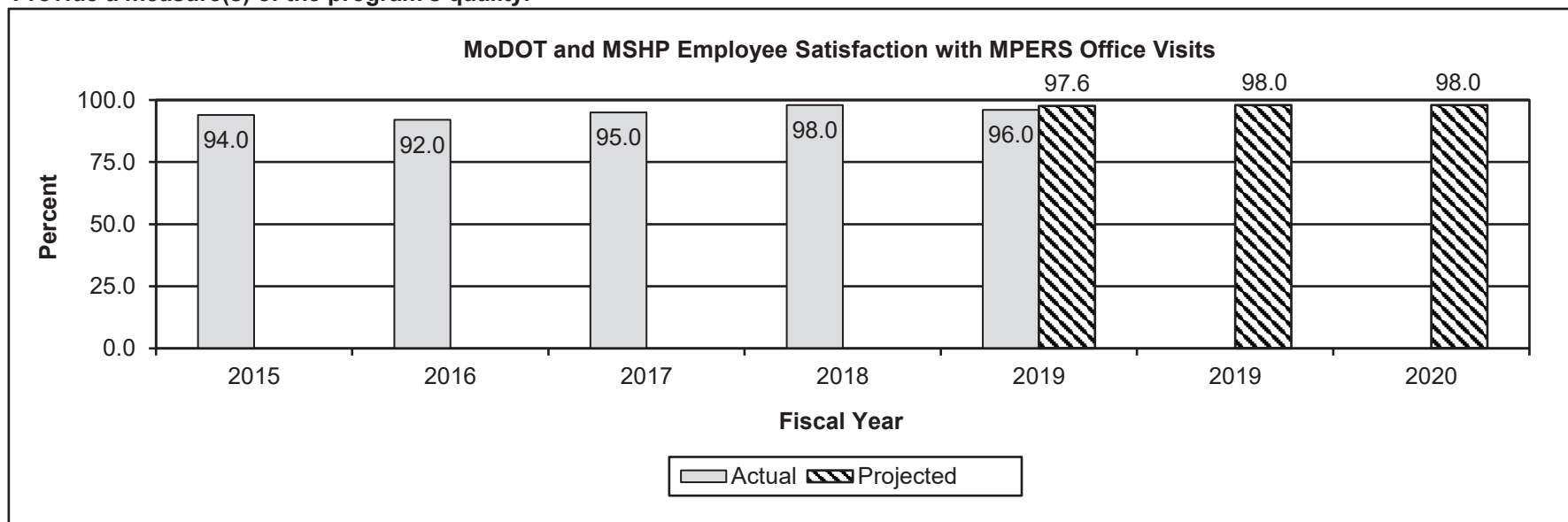
**Budget Unit: Multiple**  
**HB Section: 4.405**

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional**

**6a. Provide an activity measure(s) for the program.**

As of December 31, 2019, there were 4,866 active MoDOT employees, 4,804 MoDOT retirees and 9,466 MoDOT dependents enrolled in the MoDOT/MSHP Medical Plan. MoDOT estimates approximately 215 employees will retire in calendar year 2020. As of December 31, 2019, there were 5,165 active MoDOT employees in the MoDOT and Patrol Employees' Retirement System (MPERS) retirement plan.

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of employees who rated their satisfactions with an MPERS office visit as excellent. Data is collected through an online survey emailed to employees immediately after their office visit. "Overall, how satisfied were you with the service you received during your visit to MPERS?" was the question surveyed. The projections were established by averaging the last five years and projecting a three percent improvement.

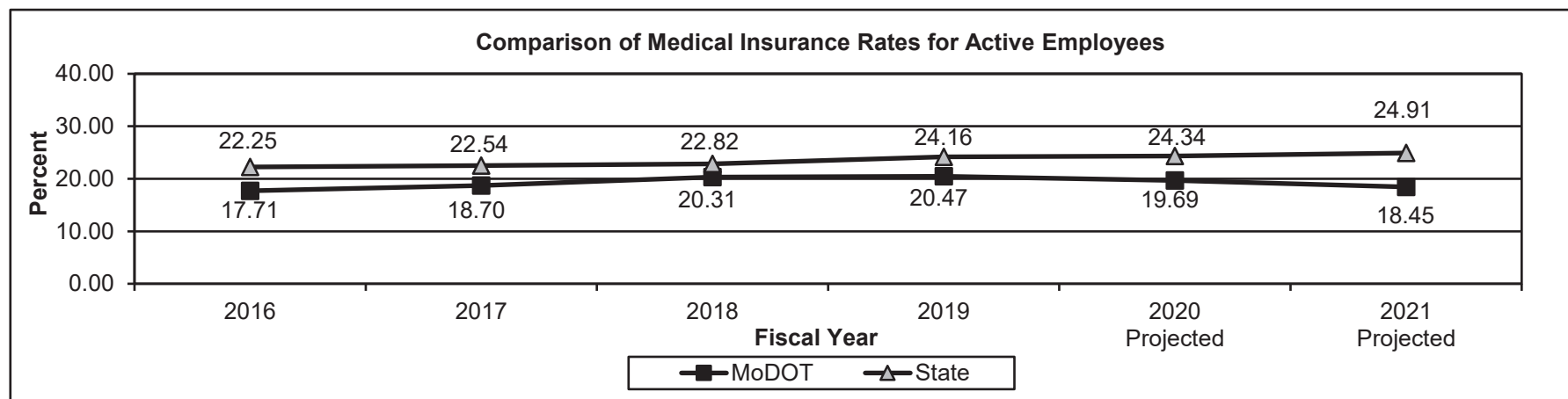


**NEW DECISION ITEM**  
**RANK: 7 OF 19**

Department of Transportation  
 Division: Department Wide  
 DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011

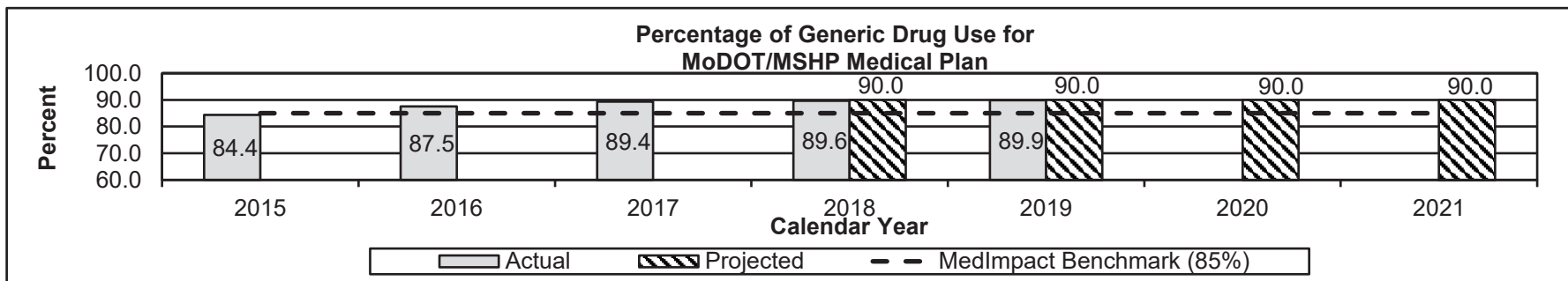
Budget Unit: Multiple  
 HB Section: 4.405

**6c. Provide a measure(s) of the program's impact.**



MoDOT's medical insurance rates are calculated by dividing premium contributions by personal service costs. The medical insurance rates from the state are provided in the annual budget instructions. The projections for MoDOT's medical insurance rates were calculated by dividing estimated premium contributions by budgeted personal services costs. The projections for the state's medical insurance rates were provided in the annual budget instructions.

**6d. Provide a measure(s) of the program's efficiency.**



Data is provided by the prescription drug administrator and shows the increased use of generic prescriptions among plan participants. The projections are based on a five percent increase from the benchmark data provided by MedImpact.



**NEW DECISION ITEM**  
**RANK: 7 OF 19**

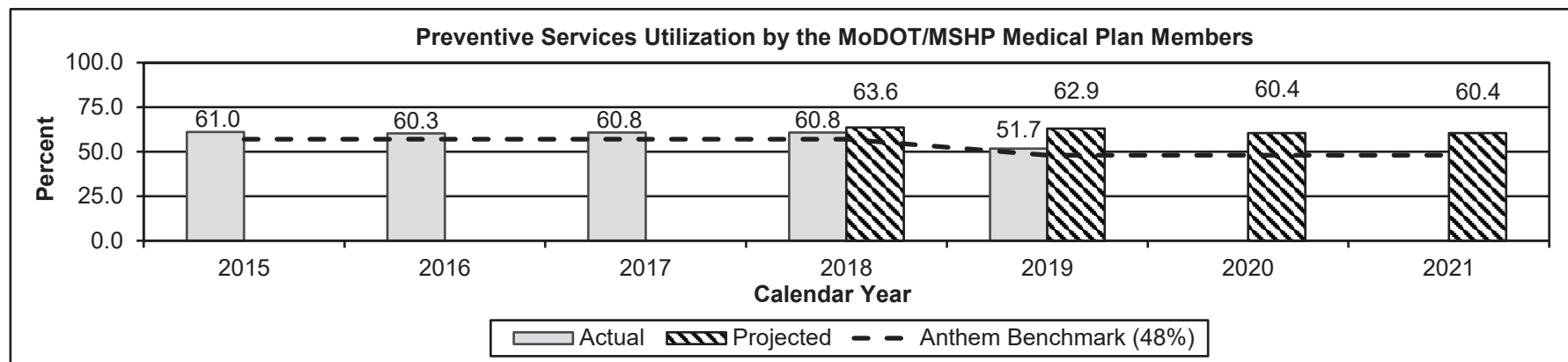
**Department of Transportation**

**Budget Unit: Multiple**

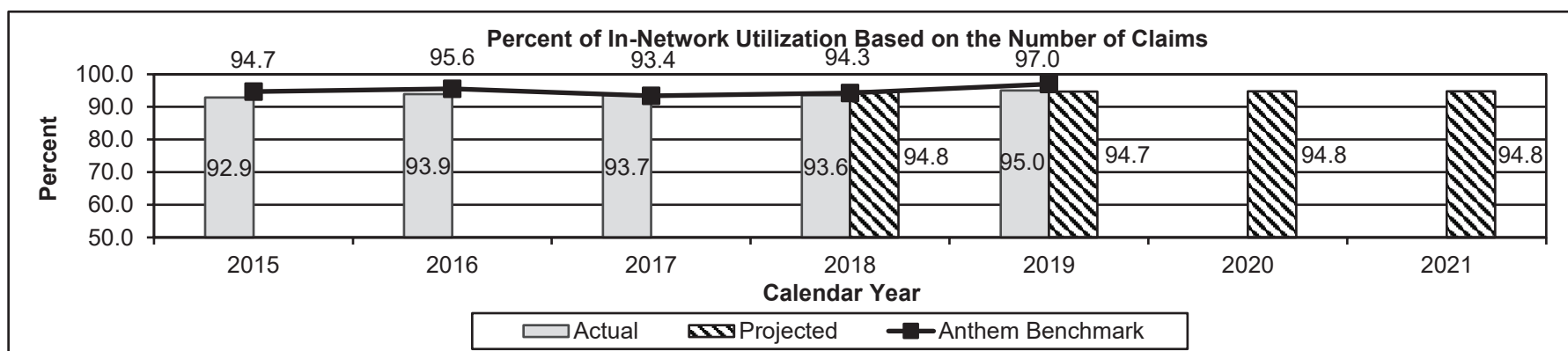
**Division: Department Wide**

**DI Name: Fringe Benefits Expansion - MoDOT Pay Plan DI# 1605011**

**HB Section: 4.405**



Preventive services primarily include annual physical exams and routine immunizations, but can also include recommended procedures such as colonoscopies and mammograms. The benchmark for 2015 to 2018 was provided by Aetna, the department's medical plan administrator from 2017 to 2018. The benchmark for 2019 was provided by Anthem, the department's medical plan administrator starting in 2019. The projections were established by averaging the last five years and projecting a 1.5 percent improvement.



The benchmark for 2015 to 2018 was provided by Aetna, the department's medical plan administrator from 2017 to 2018. The benchmark for 2019 was provided by Anthem, the department's medical plan administrator starting in 2019. The projections were established by averaging the last five years and projecting a one percent improvement.



NEW DECISION ITEM  
RANK: 7 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: Fringe Benefits Expansion - MoDOT Pay Plan    DI# 1605011	HB Section: <u>4.405</u>

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

Attempt to strategically reduce annual increases in medical premiums by emphasizing the use of in-network providers and generic drugs and a healthier population through use of preventive services.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-ADMINISTRATIO</b>								
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
BENEFITS	0	0.00	0	0.00	67,958	0.00	67,958	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>67,958</b>	<b>0.00</b>	<b>67,958</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$67,958</b>	<b>0.00</b>	<b>\$67,958</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$67,958	0.00	\$67,958	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-CONSTRUCTION</b>								
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
BENEFITS	0	0.00	0	0.00	241,347	0.00	241,347	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>241,347</b>	<b>0.00</b>	<b>241,347</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$241,347</b>	<b>0.00</b>	<b>\$241,347</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$241,347	0.00	\$241,347	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MAINTENANCE</b>								
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
BENEFITS	0	0.00	0	0.00	622,655	0.00	622,655	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>622,655</b>	<b>0.00</b>	<b>622,655</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$622,655</b>	<b>0.00</b>	<b>\$622,655</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$1,302	0.00	\$1,302	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$621,353	0.00	\$621,353	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-FLT,FAC &amp; INFO</b>								
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
BENEFITS	0	0.00	0	0.00	46,834	0.00	46,834	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>46,834</b>	<b>0.00</b>	<b>46,834</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$46,834</b>	<b>0.00</b>	<b>\$46,834</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$46,834	0.00	\$46,834	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MULTIMODAL OP</b>								
<b>Fringes-FY21 MoDOT Pay Plan - 1605011</b>								
BENEFITS	0	0.00	0	0.00	8,336	0.00	8,336	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>8,336</b>	<b>0.00</b>	<b>8,336</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$8,336</b>	<b>0.00</b>	<b>\$8,336</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$1,415	0.00	\$1,415	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$6,921	0.00	\$6,921	0.00



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**NEW DECISION ITEM**  
**RANK: 8 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012</b>	<b>HB Section: Multiple</b>

**1. AMOUNT OF REQUEST**

FY 2021 Budget Request				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$123	\$1,629,634	\$1,629,757
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$123</b>	<b>\$1,629,634</b>	<b>\$1,629,757</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)  
 State Transportation Fund (0675), Aviation Trust Fund (0952)

FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$123	\$1,629,634	\$1,629,757
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$123</b>	<b>\$1,629,634</b>	<b>\$1,629,757</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)  
 State Transportation Fund (0675), Aviation Trust Fund (0952)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input checked="" type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

**Article IV, Section 30(b), MO Constitution, 226.220, RSMo**

This expansion item is requested as part of a three-year strategy to increase salaries for employees in job titles identified as the least competitive with market, where internal equity issues exist or where the department has the highest rates of resignations. The plan would help to move employees in these job titles closer to the midpoint of their salary range. As part of the department's organizational assessment completed last year, job titles were identified as experiencing high rates of turnover and/or being paid salaries significantly lagging the external market. The goal of this increase is to reduce turnover that is a threat to the stability of our workforce.

**The Governor's Recommendation is the same as the department's request.**



**NEW DECISION ITEM**  
**RANK: 8 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Multiple</b>
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012</b>	<b>HB Section: Multiple</b>

The Department's request for the fringe benefits expansion for the fiscal year 2021 Market Adjustment Pay Plan by fund is as follows:

	<b>Increase</b>	<b>Fund</b>
Administration	\$10,688	State Road Fund
Maintenance	\$1,385,666	State Road Fund
Highway Safety	\$0	Highway Safety Federal Fund
Construction	\$211,413	State Road Fund
Fleet, Facilities & Info Systems	\$20,250	State Road Fund
Multimodal - State Road Fund	\$228	State Road Fund
Multimodal - Aviation Trust Fund	\$1,117	Aviation Trust Fund
Multimodal - State Transportation Fund	\$70	State Transportation Fund
Multimodal - Railroad Expense Fund	\$202	Railroad Expense Fund
Multimodal - Federal Fund	\$123	Multimodal Operations Federal Fund
<b>Total</b>	<b><u>\$1,629,757</u></b>	

The Governor's Recommendation for the fringe benefits expansion for the fiscal year 2021 Market Adjustment Pay Plan by fund is as follows:

	<b>Increase</b>	<b>Fund</b>
Administration	\$10,688	State Road Fund
Maintenance	\$1,385,666	State Road Fund
Highway Safety	\$0	Highway Safety Federal Fund
Construction	\$211,413	State Road Fund
Fleet, Facilities & Info Systems	\$20,250	State Road Fund
Multimodal - State Road Fund	\$228	State Road Fund
Multimodal - Aviation Trust Fund	\$1,117	Aviation Trust Fund
Multimodal - State Transportation Fund	\$70	State Transportation Fund
Multimodal - Railroad Expense Fund	\$202	Railroad Expense Fund
Multimodal - Federal Fund	\$123	Multimodal Operations Federal Fund
<b>Total</b>	<b><u>\$1,629,757</u></b>	



NEW DECISION ITEM  
RANK: 8 OF 19

<b>Department of Transportation</b>	<b>Budget Unit:</b> <u>Multiple</u>
<b>Division: Department Wide</b>	
<b>DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012</b>	<b>HB Section:</b> <u>Multiple</u>

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

The amount requested is part of a three-year strategy to increase salaries for employees in job titles identified as the least competitive with market, where internal equity issues exist or where the department has the highest rates of resignations. The plan would help to move employees in these job titles closer to the midpoint of their salary range.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$123	0.0	\$1,629,634	0.0	\$1,629,757	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$123</b>	<b>0.0</b>	<b>\$1,629,634</b>	<b>0.0</b>	<b>\$1,629,757</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$123</b>	<b>0.0</b>	<b>\$1,629,634</b>	<b>0.0</b>	<b>\$1,629,757</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 8 OF 19

Department of Transportation					Budget Unit: <u>Multiple</u>				
Division: Department Wide									
DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012					HB Section: <u>Multiple</u>				
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$123	0.0	\$1,629,634	0.0	\$1,629,757	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$123</b>	<b>0.0</b>	<b>\$1,629,634</b>	<b>0.0</b>	<b>\$1,629,757</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$123</b>	<b>0.0</b>	<b>\$1,629,634</b>	<b>0.0</b>	<b>\$1,629,757</b>	<b>0.0</b>	<b>\$0</b>



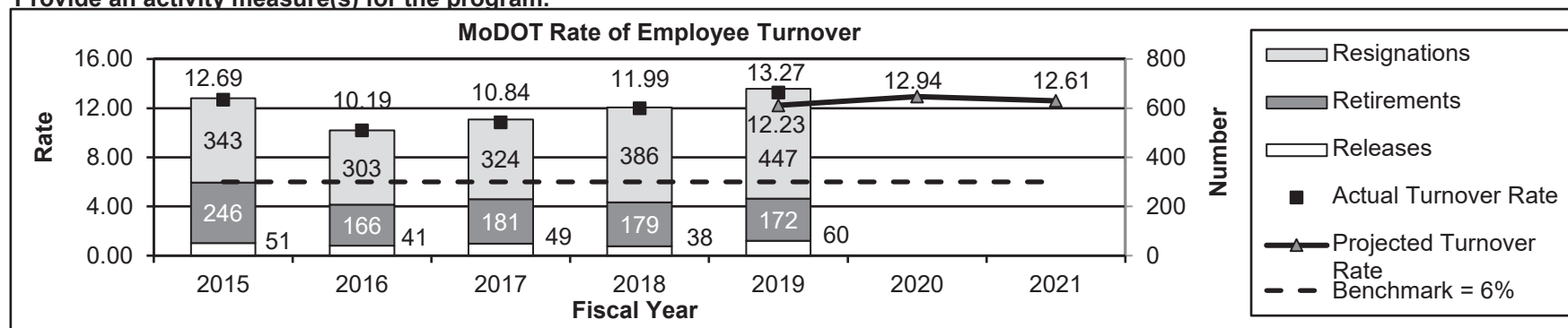
**NEW DECISION ITEM**  
**RANK: 8 OF 19**

Department of Transportation  
 Division: Department Wide  
 DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012

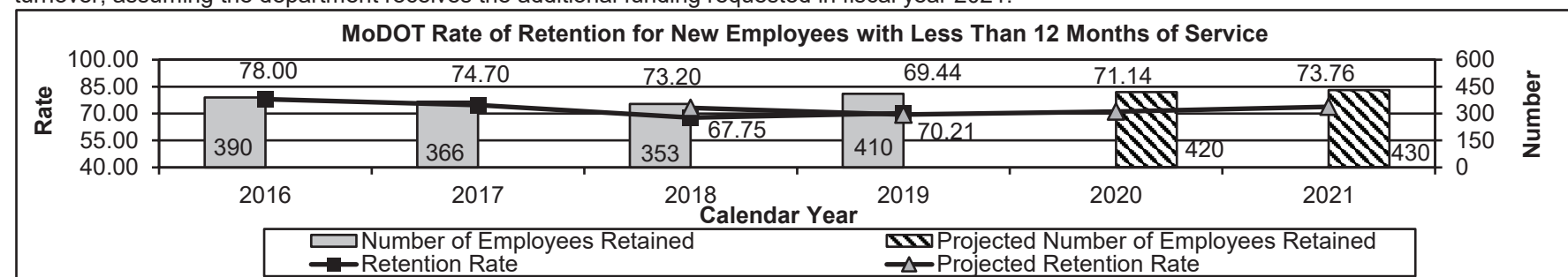
Budget Unit: Multiple  
 HB Section: Multiple

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



The turnover rate shows the percentage of employees who left the department during each fiscal year. The benchmark data is from Price Waterhouse Cooper's Saratoga Institute's trends in workforce analytics report. The 2020 projection was established by projecting a 2.5 percent reduction in the 2019 actual rate of employee turnover. The 2021 projection was established by projecting a 5 percent reduction in the 2019 actual rate of employee turnover, assuming the department receives the additional funding requested in fiscal year 2021.



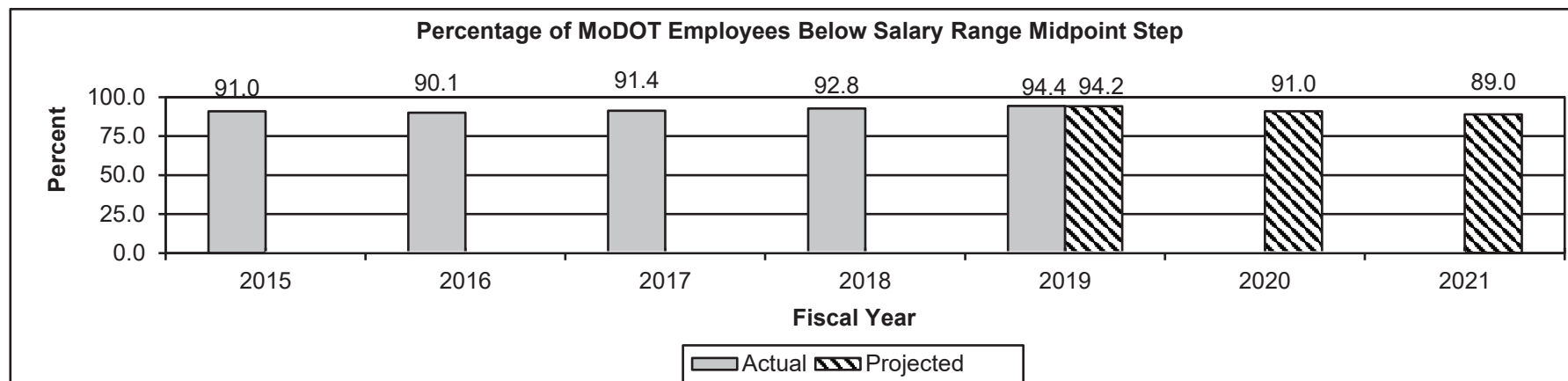
The rate of retention for new employees is a percentage of MoDOT employees who remained employed with the department for 12 months divided by the total number of new employees hired within the same time period. For calendar year 2019, this was 410 of 584 first year employees. The calendar year 2020 projected retention rate is based on a 2.5 percent increase in the number of retained employees in calendar year 2019. The calendar year 2021 projected retention rate is based on a 5 percent increase in the number of retained employees in calendar year 2019, assuming the department receives the additional funding requested in fiscal year 2021.



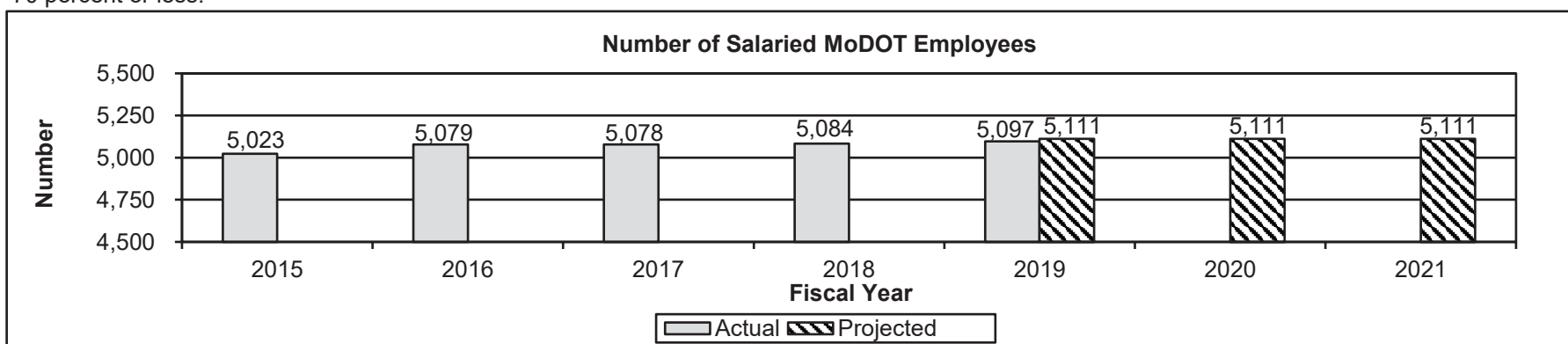
**NEW DECISION ITEM**  
**RANK: 8 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012**

**Budget Unit: Multiple**  
**HB Section: Multiple**



Each salary grade on MoDOT's salary grid contains 18 steps. Step 10 of each salary grade is the step that most closely approximates the market midpoint of each salary range. The 2020 and 2021 projections are based on receiving the additional funding for pay increases in the department's request for those respective years. The department's goal is to reduce the percentage of MoDOT employees below their salary range midpoint step to 70 percent or less.



This performance measure shows the number of salaried employees by fiscal year, not full-time equivalents (FTEs). FTE is the total number of hours worked or on paid leave divided by 2,080. The projections are based on the department's goal of salaried employees.

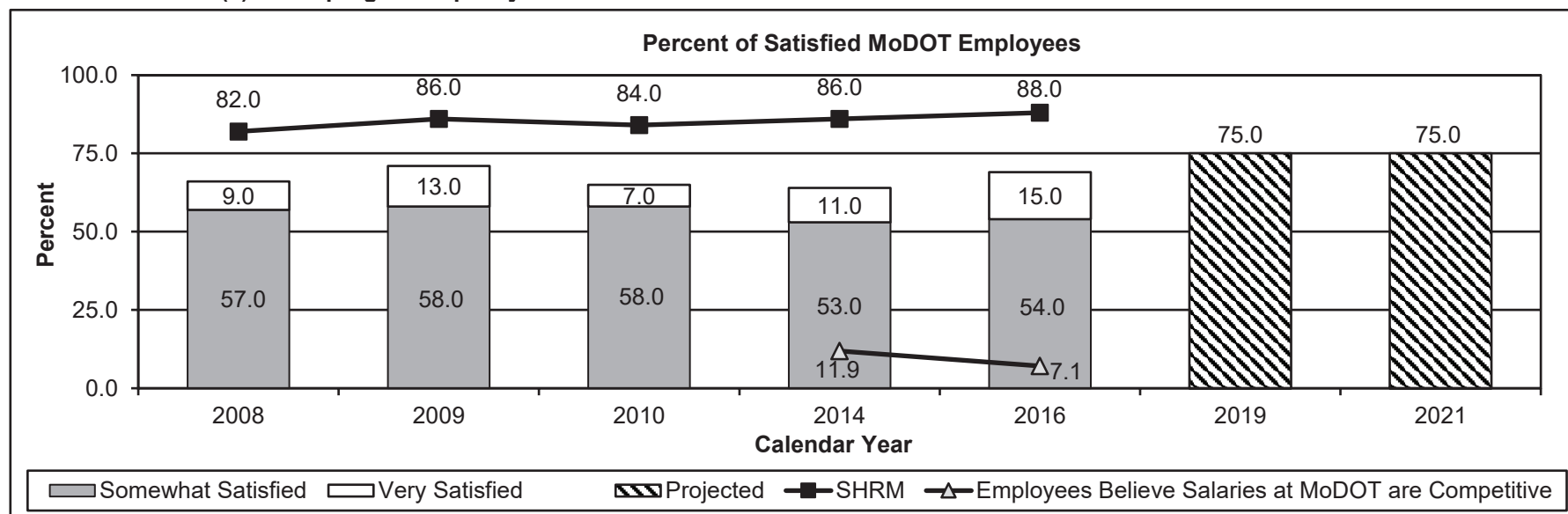


**NEW DECISION ITEM**  
**RANK: 8 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6b. Provide a measure(s) of the program's quality.**



This chart shows the percent of satisfied employees from employee engagement surveys conducted by a third party vendor. Employees were asked to indicate their level of agreement with each question on a five-point scale with five meaning strongly agree and one meaning strongly disagree. Questions were grouped into the following eight subscales: my supervisor; diversity and inclusion; teamwork; communication; my job; engagement; fairness and respect; and leadership. Strongly agree and somewhat agree responses on a total of 18 questions were used to calculate the percent of satisfied employees at MoDOT. The 2019 and 2021 projections are based on targets set by the department. The benchmark data is from the annual job satisfaction survey of 55 Fortune 500 companies by the Society for Human Resources Management (SHRM). The employee engagement survey was not conducted in calendar years 2011, 2012, 2013, 2015, 2017 and 2018.

This chart also shows the percent of employees that strongly agreed or somewhat agreed that the salaries at MoDOT were competitive with similar jobs found elsewhere for calendar years 2014 and 2016. In the survey, employees were given an opportunity to provide any comments or suggestions to MoDOT. Of the 1,497 comments submitted by employees in the 2016 survey, 947, or 63.3 percent were related to concerns about pay.

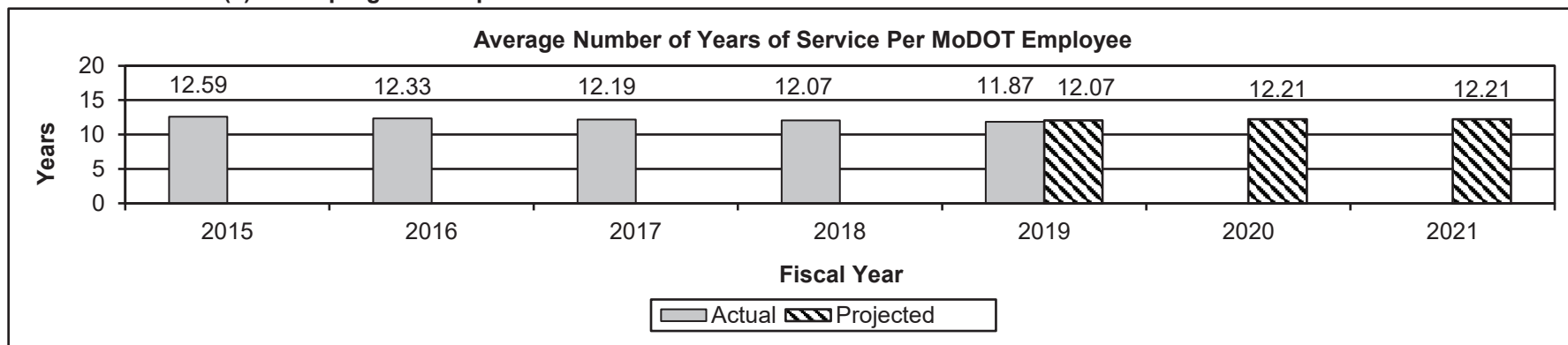


**NEW DECISION ITEM**  
**RANK: 8 OF 19**

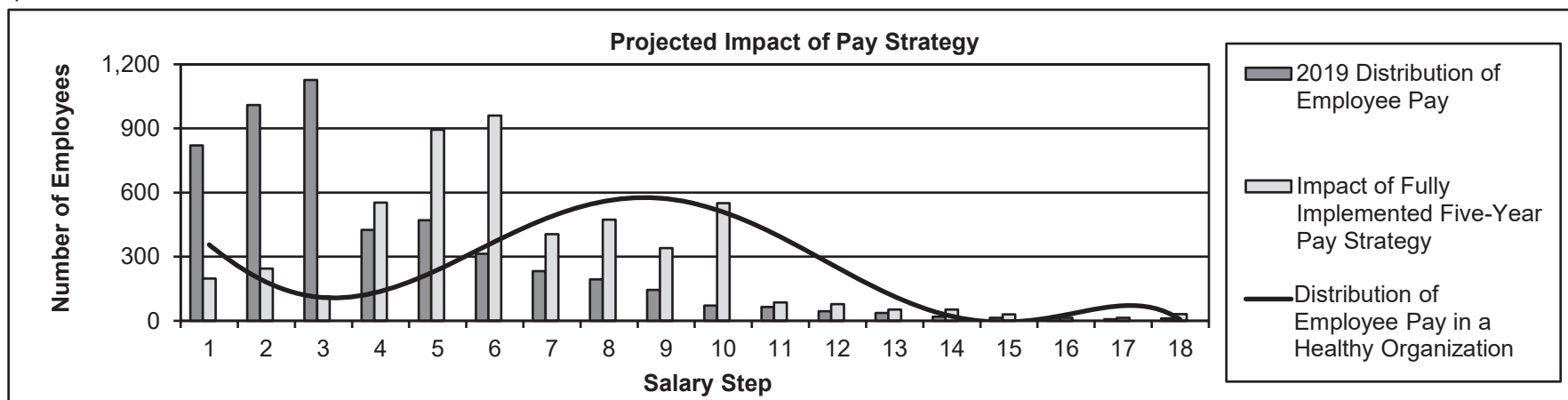
**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6c. Provide a measure(s) of the program's impact.**



The 2020 and 2021 projections are based on maintaining the current average number of years of service per MoDOT employee. MoDOT anticipates generational turnover to increase and is requesting increases in compensation to help maintain this average by retaining new employees for a longer period of time.



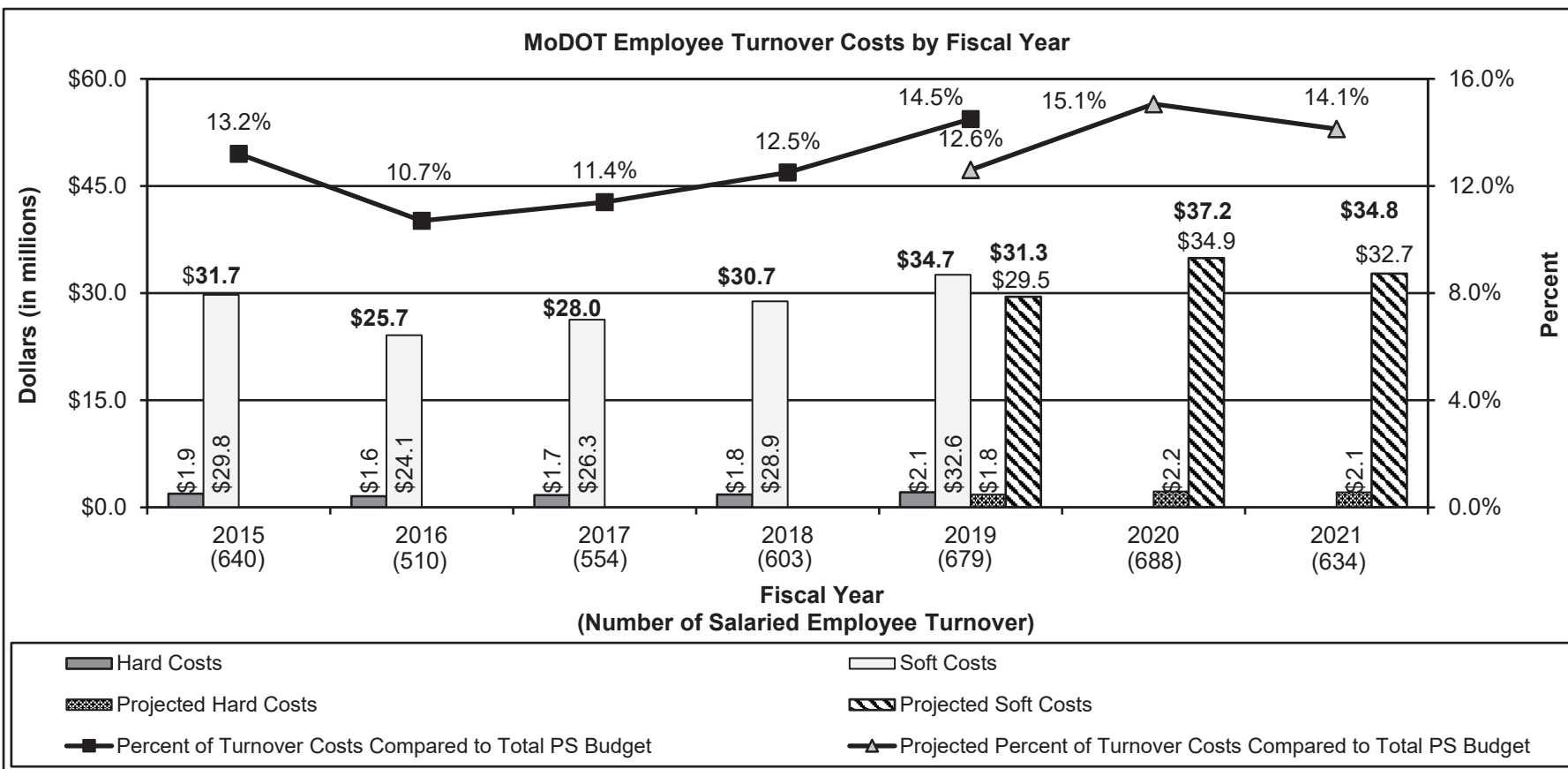
Each salary grade on MoDOT's salary grid contains 18 steps. This chart shows how MoDOT's distribution of employee pay currently looks and how it would look if the department was able to fully implement requested pay increases.



**NEW DECISION ITEM**  
**RANK: 8 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012**

**Budget Unit: Multiple**  
**HB Section: Multiple**



The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. This chart also shows the percentage of turnover costs compared to the total personal services (PS) budget by fiscal year. The projections are based on the department's rate of employee turnover projections for each year.

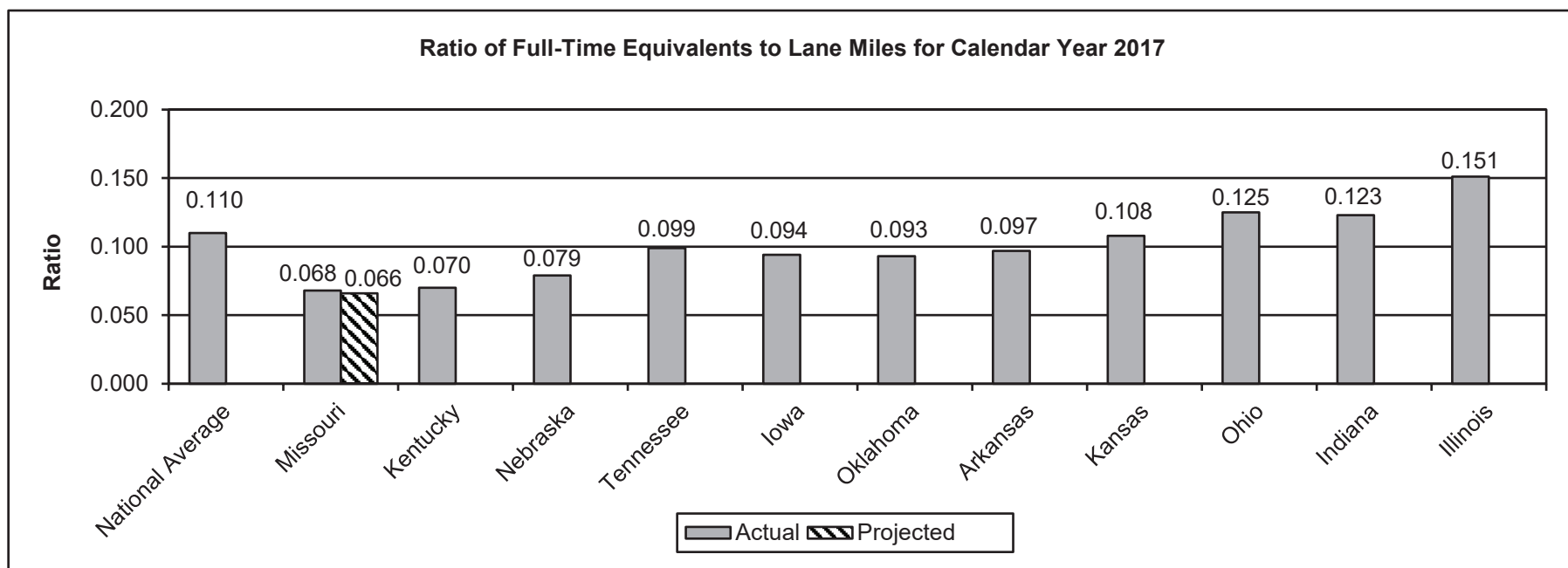


**NEW DECISION ITEM**  
**RANK: 8 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**6d. Provide a measure(s) of the program's efficiency.**



Full-time equivalent (FTE) is the total number of hours worked or on paid leave divided by 2,080. The ratio in this measure was calculated by dividing the FTEs in the Census Bureau - 2017 Annual Survey of Public Employees and Payroll, by the estimated number of lane miles in the 2017 FHWA report of State Highway Agency-Owned Public Roads (HM-81). A low ratio means MoDOT is efficiently maintaining roadways with limited resources. The projection is based on the department's goal for FTEs. Calendar year 2018 data was not available at the time of publication.



**NEW DECISION ITEM**  
**RANK: 8 OF 19**

**Department of Transportation**  
**Division: Department Wide**  
**DI Name: Fringe Benefits Expansion - Market Adj. Pay Plan DI# 1605012**

**Budget Unit: Multiple**  
**HB Section: Multiple**

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

The desired outcome from this pay increase would be higher employee morale and retention and a reduction in costs associated with employee turnover.

As of July 29, 2019, up to 14.6 percent of MoDOT employees could be eligible for federal SNAP (Supplemental Nutrition Assistance Program), based on a four person, single earner household. MoDOT has 744 employees that earn less than \$2,665 per month.

According to the MERIC database, 13.3 percent of MoDOT employees also work for a second employer (not including farm labor or other self-employment) as of December 31, 2018. In comparison, the percentage of multiple job holders in Missouri is approximately six percent.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-ADMINISTRATIO</b>								
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
BENEFITS	0	0.00	0	0.00	10,688	0.00	10,688	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>10,688</b>	<b>0.00</b>	<b>10,688</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$10,688</b>	<b>0.00</b>	<b>\$10,688</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$10,688	0.00	\$10,688	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-CONSTRUCTION</b>								
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
BENEFITS	0	0.00	0	0.00	211,413	0.00	211,413	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>211,413</b>	<b>0.00</b>	<b>211,413</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$211,413</b>	<b>0.00</b>	<b>\$211,413</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$211,413	0.00	\$211,413	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MAINTENANCE</b>								
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
BENEFITS	0	0.00	0	0.00	1,385,666	0.00	1,385,666	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,385,666</b>	<b>0.00</b>	<b>1,385,666</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,385,666</b>	<b>0.00</b>	<b>\$1,385,666</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$1,385,666	0.00	\$1,385,666	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-FLT,FAC &amp; INFO</b>								
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
BENEFITS	0	0.00	0	0.00	20,250	0.00	20,250	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>20,250</b>	<b>0.00</b>	<b>20,250</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$20,250</b>	<b>0.00</b>	<b>\$20,250</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$20,250	0.00	\$20,250	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MULTIMODAL OP</b>								
<b>Fringes-FY21 Market Adjustment - 1605012</b>								
BENEFITS	0	0.00	0	0.00	1,740	0.00	1,740	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,740</b>	<b>0.00</b>	<b>1,740</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$1,740</b>	<b>0.00</b>	<b>\$1,740</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$123	0.00	\$123	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$1,617	0.00	\$1,617	0.00







**NEW DECISION ITEM**  
**RANK: 9 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Maintenance</b>
<b>Division: Maintenance</b>	
<b>DI Name: Fringe Benefits Expansion - Maintenance DI# 1605013</b>	<b>HB Section: 4.435</b>

**1. AMOUNT OF REQUEST**

	FY 2021 Budget Request			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$290,045	\$290,045
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$290,045</b>	<b>\$290,045</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$290,045	\$290,045
<b>EE</b>	\$0	\$0	\$0	\$0
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$290,045</b>	<b>\$290,045</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input checked="" type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested for adjustments to the emergency operations stabilization and market adjustment. This adjustment lets MoDOT pay employees market pricing for emergency operations like flooding or ice storms. This increase will allow MoDOT to adjust the program to address areas that have higher than average turnover. Currently, MoDOT is approximately 350-400 maintenance employees below what is needed to cover a statewide emergency event. In the last several years, the department has relied on safety-sensitive, non-maintenance employees to help, but this strategy has caused recruiting and retention problems in those functions as well. Without those safety-sensitive, non-maintenance employees, the staffing shortage number could rise to as high as 800 employees. This under-staffing will make it impossible to provide the same level of service our citizens have come to expect and to ensure the safety of Missourians.

**The Governor's Recommendation is the same as the department's request.**



## NEW DECISION ITEM

RANK: 9 OF 19

Department of Transportation Division: Maintenance DI Name: Fringe Benefits Expansion - Maintenance    DI# 1605013	Budget Unit: Maintenance HB Section: 4.435
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**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This request is the amount needed to allow for adjustments to the emergency operations stabilization and market adjustment. This adjustment will allow MoDOT to pay employees market pricing for emergency operations like flooding or ice storms and adjust the program to address areas that have higher than average turnover.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$0	0.0	\$290,045	0.0	\$290,045	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$0</b>
 <b>Total EE</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total PSD</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
 <b>Total TRF</b>	 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>		 <b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 9 OF 19

Department of Transportation			Budget Unit: Maintenance						
Division: Maintenance									
DI Name: Fringe Benefits Expansion - Maintenance			DI# 1605013						
			HB Section: 4.435						
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Fringe Benefits (120)	\$0	0.0	\$0	0.0	\$290,045	0.0	\$290,045	0.0	\$0
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$0</b>
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$290,045</b>	<b>0.0</b>	<b>\$0</b>



**NEW DECISION ITEM**  
**RANK: 9 OF 19**

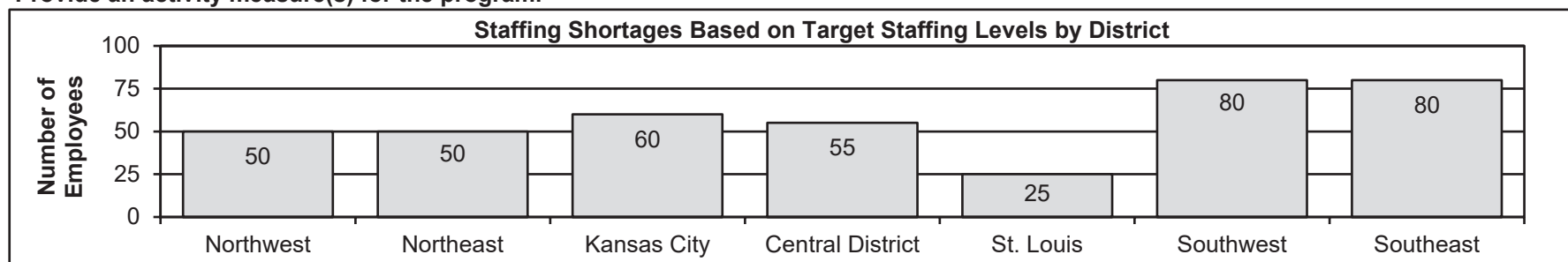
**Department of Transportation**  
**Division: Maintenance**  
**DI Name: Fringe Benefits Expansion - Maintenance DI# 1605013**

**Budget Unit: Maintenance**

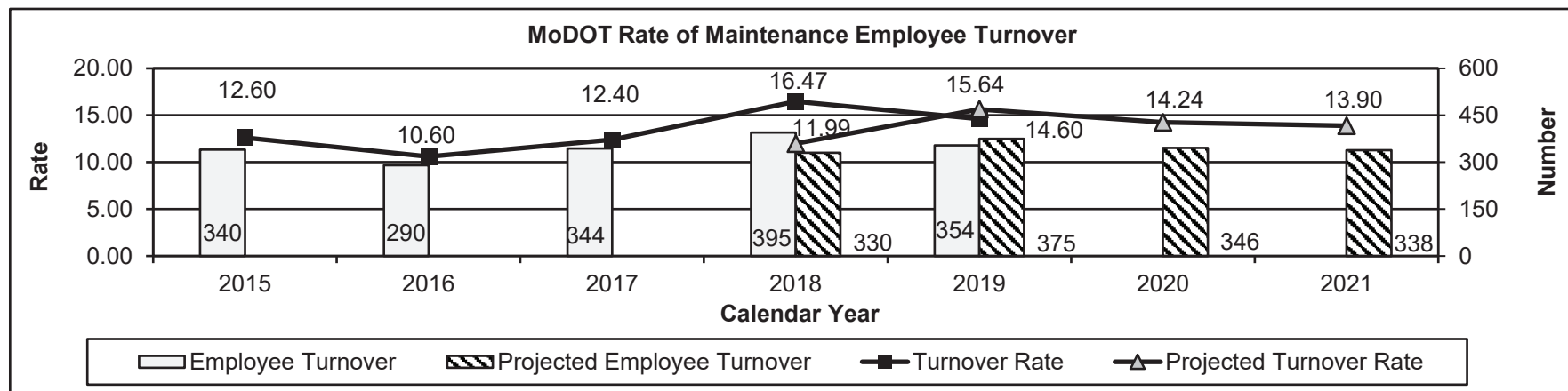
**HB Section: 4.435**

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



This chart shows the staffing shortages based on target staffing levels by district for the 2019-2020 winter season. Currently, MoDOT is approximately 350-400 maintenance employees below what is needed to cover a statewide emergency event. In the last several years, the department has relied on safety-sensitive, non-maintenance employees to help, but this strategy has caused recruiting and retention problems in those functions as well. Without those safety-sensitive, non-maintenance employees, the staffing shortage number could rise to as high as 800 employees.



The turnover rate shows the percentage of maintenance employees who left the department during each calendar year. The 2020 and 2021 projections are based on a 2.5 percent reduction in the number of resignations from the prior year, assuming the department receives the additional funding requested that would allow us to continue this pay strategy.



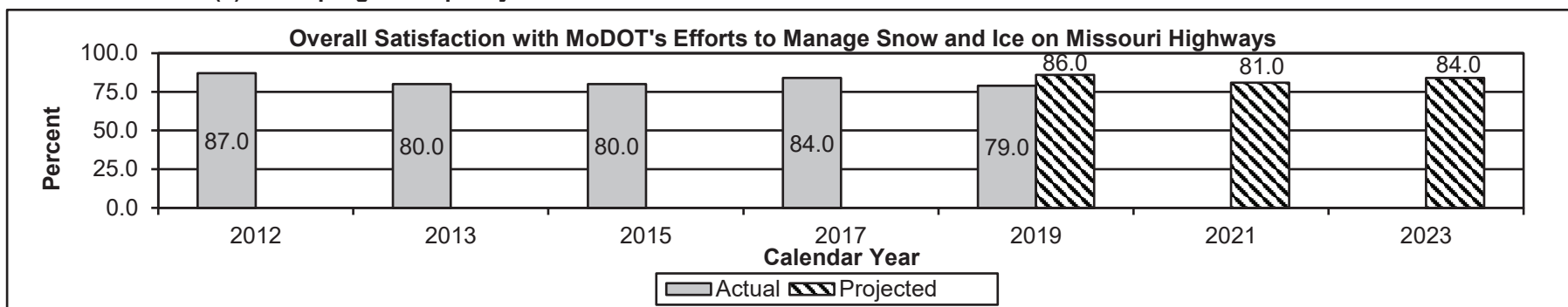
NEW DECISION ITEM  
RANK: 9 OF 19

Department of Transportation  
Division: Maintenance  
DI Name: Fringe Benefits Expansion - Maintenance DI# 1605013

Budget Unit: Maintenance

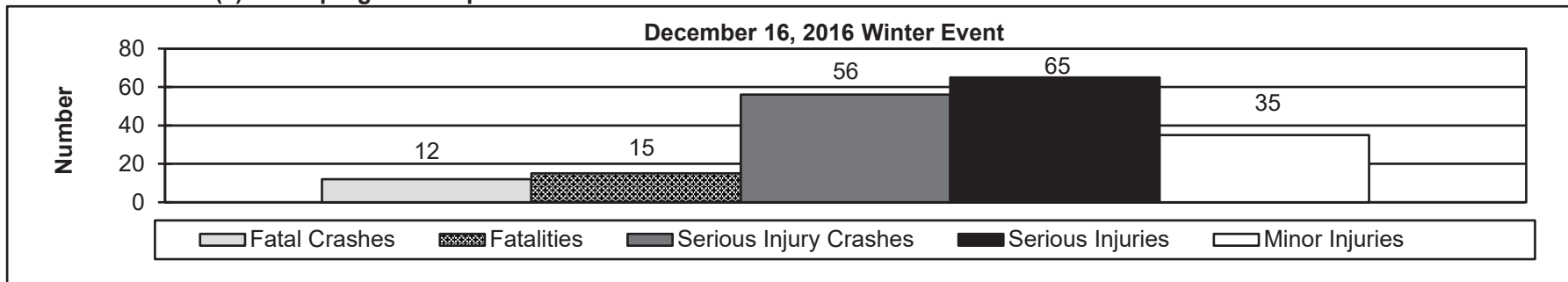
HB Section: 4.435

**6b. Provide a measure(s) of the program's quality.**



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with MoDOT's efforts to manage snow and ice?" was the question surveyed. Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.

**6c. Provide a measure(s) of the program's impact.**



In the morning hours of Friday, December 16, 2016, high humidity combined with dropping temperatures and lower than anticipated pavement temperatures resulted in a widespread freezing fog beginning southwest of Springfield and advancing up the Interstate 44 corridor to St. Louis. This chart shows the fatal and serious injury crashes statewide that occurred during the December 16, 2016 winter event. The total cost of this winter event, including labor, equipment and material costs, was \$3.3 million.

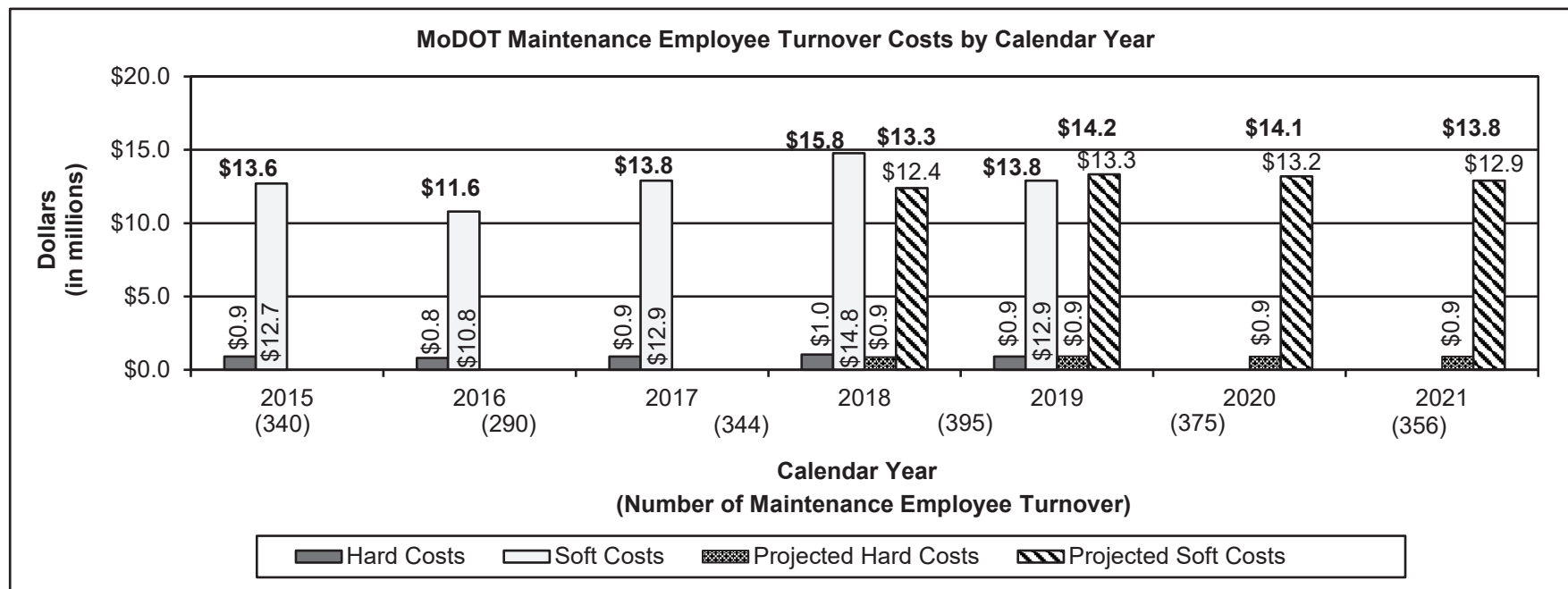


**NEW DECISION ITEM**  
**RANK: 9 OF 19**

**Department of Transportation**  
**Division: Maintenance**  
**DI Name: Fringe Benefits Expansion - Maintenance DI# 1605013**

**Budget Unit: Maintenance**

**HB Section: 4.435**



The turnover costs calculation tool used in the formulation of this chart was adopted from the Society for Human Resources Management. Hard costs are direct costs related to staff time in separating/filling the position, advertisement efforts and pre-employment fees (drug testing and physicals). Soft costs are lost productivity tied to the departing employees, vacant positions and selection and training efforts for each new employee. The 2020 and 2021 projection is based on the department's rate of employee turnover projections for each year.



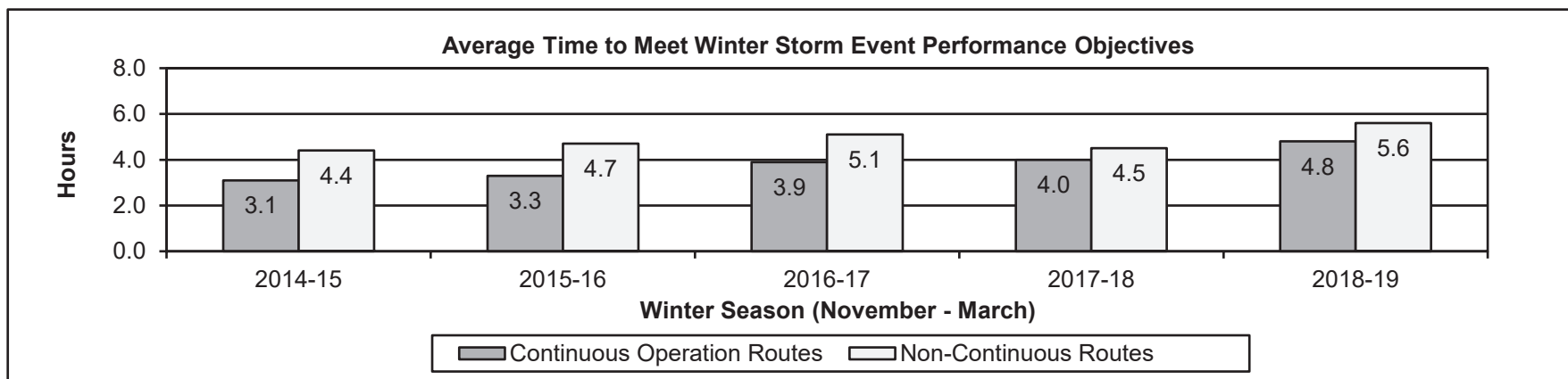
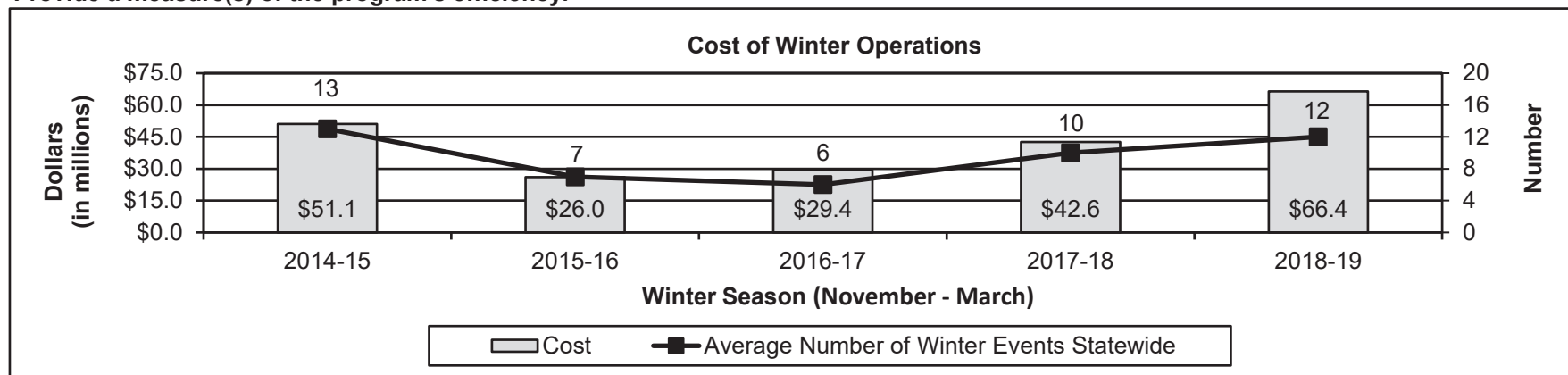
NEW DECISION ITEM  
RANK: 9 OF 19

Department of Transportation  
Division: Maintenance  
DI Name: Fringe Benefits Expansion - Maintenance DI# 1605013

Budget Unit: Maintenance

HB Section: 4.435

6d. Provide a measure(s) of the program's efficiency.



This measure tracks the amount of time needed to perform MoDOT's snow and ice removal efforts. For major highways and regionally significant routes, the objective is to restore them to a mostly clear condition as soon as possible. MoDOT calls these "continuous operations" routes. State routes with lower traffic volumes should be opened to two-way traffic and treated with salt or abrasives at critical areas, such as intersections, hills and curves. These are called "non-continuous operations" routes.



NEW DECISION ITEM  
RANK: 9 OF 19

Department of Transportation	Budget Unit: Maintenance
Division: Maintenance	
DI Name: Fringe Benefits Expansion - Maintenance DI# 1605013	HB Section: 4.435

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**

Ensure the safety of Missouri's transportation system through effective winter operations.

Address staffing shortages in Maintenance and ultimately throughout the department.

Continue to provide the level of service during winter events that our citizens have come to expect.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>FRINGE BENEFITS-MAINTENANCE</b>								
<b>Fringes-Maintenance Expansion - 1605013</b>								
BENEFITS	0	0.00	0	0.00	290,045	0.00	290,045	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>290,045</b>	<b>0.00</b>	<b>290,045</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$290,045</b>	<b>0.00</b>	<b>\$290,045</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$290,045	0.00	\$290,045	0.00



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**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>MILEAGE REIMBURSEMENT</b>								
<b>CORE</b>								
EXPENSE & EQUIPMENT								
DEPT OF TRANSPORT HWY SAFETY	0	0.00	619	0.00	0	0.00	0	0.00
RAILROAD EXPENSE	0	0.00	8,618	0.00	0	0.00	0	0.00
TOTAL - EE	0	0.00	9,237	0.00	0	0.00	0	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>9,237</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$9,237</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>



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**CORE RECONCILIATION**


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**STATE  
MILEAGE REIMBURSEMENT**


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**5. CORE RECONCILIATION**


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		Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>								
	EE		0.00	0	619	8,618	9,237	
	<b>Total</b>		<b>0.00</b>	<b>0</b>	<b>619</b>	<b>8,618</b>	<b>9,237</b>	
<b>DEPARTMENT CORE ADJUSTMENTS</b>								
Core Reallocation	[#180]	EE	0.00	0	(619)	(8,618)	(9,237)	Mileage reimbursement reallocation between appropriations based upon planned expenditures
<b>NET DEPARTMENT CHANGES</b>			<b>0.00</b>	<b>0</b>	<b>(619)</b>	<b>(8,618)</b>	<b>(9,237)</b>	
<b>DEPARTMENT CORE REQUEST</b>								
	EE		0.00	0	0	0	0	
	<b>Total</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>								
	EE		0.00	0	0	0	0	
	<b>Total</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MILEAGE REIMBURSEMENT</b>								
<b>CORE</b>								
TRAVEL, IN-STATE	0	0.00	9,237	0.00	0	0.00	0	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>9,237</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$9,237</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$619</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$8,618</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>



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## NEW DECISION ITEM

RANK: 19 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: Mileage Reimbursement Rate Increase DI# 0000015	HB Section: <u>4.401</u>

## 1. AMOUNT OF REQUEST

	FY 2021 Budget Request			
	GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0
EE	\$0	\$292	\$8,945	\$9,237
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
Total	<u>\$0</u>	<u>\$292</u>	<u>\$8,945</u>	<u>\$9,237</u>
FTE	0.00	0.00	0.00	0.00

HB 4	\$0	\$0	\$0	\$0
HB 5	\$0	\$0	\$0	\$0

Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0
EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0
TRF	\$0	\$0	\$0	\$0
Total	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
FTE	0.00	0.00	0.00	0.00

HB 4	\$0	\$0	\$0	\$0
HB 5	\$0	\$0	\$0	\$0

Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)

## 2. THIS REQUEST CAN BE CATEGORIZED AS:

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input type="checkbox"/> Pay Plan	<input checked="" type="checkbox"/> Other: <u>Mileage Reimbursement Rate Increase</u>	

## 3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.

Departments were appropriated funding in fiscal year 2020 for a \$0.06 increase in the mileage reimbursement rate, from \$0.37 to \$0.43, the first year of a proposed three-year \$0.18 increase. This request is for an additional \$0.06 increase, which would bring the mileage reimbursement rate to \$0.49.

The Governor's Recommendation did not include funding for this item.



## NEW DECISION ITEM

RANK: 19 OF 19

Department of Transportation	Budget Unit: <u>Multiple</u>
Division: Department Wide	
DI Name: Mileage Reimbursement Rate Increase DI# 0000015	HB Section: <u>4.401</u>

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

This request will increase the State of Missouri mileage reimbursement rate from \$0.43 to \$0.49. As can be seen in the table below, the current federal mileage reimbursement rate is \$0.58.

Mileage Reimbursement Rates								
	Jan. 1, 2013 - Dec. 31, 2013	Jan. 1, 2014 - Dec. 31, 2014	Jan. 1, 2015 - Dec. 31, 2015	Jan. 1, 2016 - Dec. 31, 2016	Jan. 1, 2017 - Dec. 31, 2017	Jan. 1, 2018 - Dec. 31, 2018	Jan. 1, 2019 - June 30, 2019	July 1, 2019 - June 30, 2020
IRS	56.5	56	57.5	54	53.5	54.5	58	58
State of Missouri	37	37	37	37	37	37	37	43

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
In-State Travel (140)			\$292		\$8,945		\$9,237		
Total EE	\$0		\$292		\$8,945		\$9,237		\$0
Grand Total	\$0	\$0	\$292	\$0	\$8,945	\$0	\$9,237	\$0	\$0



**RANK: 19 OF 19**

Department of Transportation	
Division: Department Wide	
DI Name: Mileage Reimbursement Rate Increase	DI# 0000015

**Budget Unit:** Multiple

**HB Section:** 4.401

[illegible]



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
Mileage Reimburse Rate Incr - 0000015								
TRAVEL, IN-STATE	0	0.00	0	0.00	8,538	0.00	0	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>8,538</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$8,538</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00		0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00		0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$8,538	0.00		0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MAINTENANCE</b>								
Mileage Reimburse Rate Incr - 0000015								
TRAVEL, IN-STATE	0	0.00	0	0.00	292	0.00	0	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>292</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$292</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00		0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$292	0.00		0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$0	0.00		0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>MULTIMODAL OPERATIONS ADMIN</b>								
<b>Mileage Reimburse Rate Incr - 0000015</b>								
TRAVEL, IN-STATE	0	0.00	0	0.00	407	0.00	0	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>407</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$407</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>FEDERAL FUNDS</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>		<b>0.00</b>
<b>OTHER FUNDS</b>								
	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$407</b>	<b>0.00</b>		<b>0.00</b>







**DECISION ITEM SUMMARY**

Budget Unit									
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021	
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC	
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	
<b>ADMINISTRATION</b>									
<b>CORE</b>									
PERSONAL SERVICES									
STATE ROAD	17,424,911	329.76	19,257,790	347.57	19,257,790	347.57	19,184,169	345.57	
TOTAL - PS	17,424,911	329.76	19,257,790	347.57	19,257,790	347.57	19,184,169	345.57	
EXPENSE & EQUIPMENT									
MULTIMODAL OPERATIONS FEDERAL	5,000	0.00	5,000	0.00	5,000	0.00	5,000	0.00	
STATE ROAD	13,122,858	0.00	16,417,562	0.00	16,417,562	0.00	15,417,562	0.00	
RAILROAD EXPENSE	5,000	0.00	5,000	0.00	5,000	0.00	5,000	0.00	
TOTAL - EE	13,132,858	0.00	16,427,562	0.00	16,427,562	0.00	15,427,562	0.00	
<b>TOTAL</b>	<b>30,557,769</b>	<b>329.76</b>	<b>35,685,352</b>	<b>347.57</b>	<b>35,685,352</b>	<b>347.57</b>	<b>34,611,731</b>	<b>345.57</b>	
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	358,908	0.00	358,908	0.00	
TOTAL - PS	0	0.00	0	0.00	358,908	0.00	358,908	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>358,908</b>	<b>0.00</b>	<b>358,908</b>	<b>0.00</b>	
<b>MoDOT Pay Plan - 1605006</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	117,150	0.00	117,150	0.00	
TOTAL - PS	0	0.00	0	0.00	117,150	0.00	117,150	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>117,150</b>	<b>0.00</b>	<b>117,150</b>	<b>0.00</b>	
<b>FY21 Market Adjust Pay Plan - 1605007</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	18,424	0.00	18,424	0.00	
TOTAL - PS	0	0.00	0	0.00	18,424	0.00	18,424	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>18,424</b>	<b>0.00</b>	<b>18,424</b>	<b>0.00</b>	



**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>ADMINISTRATION</b>								
<b>FY21 Pilot Program - 1605008</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	85,245	0.00	0	0.00
TOTAL - PS	0	0.00	0	0.00	85,245	0.00	0	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>85,245</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$30,557,769</b>	<b>329.76</b>	<b>\$35,685,352</b>	<b>347.57</b>	<b>\$36,265,079</b>	<b>347.57</b>	<b>\$35,106,213</b>	<b>345.57</b>



## CORE DECISION ITEM

<b>Department of Transportation</b>	<b>Budget Unit: Administration</b>
<b>Division: Administration</b>	
<b>Core: Administration</b>	<b>HB Section: 4.400</b>

## 1. CORE FINANCIAL SUMMARY

	FY 2021 Budget Request			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$19,257,790	\$19,257,790
<b>EE</b>	\$0	\$5,000	\$16,422,562	\$16,427,562
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$5,000</b>	<b>\$35,680,352</b>	<b>\$35,685,352</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>347.57</b>	<b>347.57</b>
<b>HB 4</b>	\$0	\$0	\$33,555,629	\$33,555,629
<b>HB 5</b>	\$0	\$0	\$1,486,701	\$1,486,701

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$19,184,169	\$19,184,169
<b>EE</b>	\$0	\$5,000	\$15,422,562	\$15,427,562
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$5,000</b>	<b>\$34,606,731</b>	<b>\$34,611,731</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>345.57</b>	<b>345.57</b>
<b>HB 4</b>	\$0	\$0	\$33,498,124	\$33,498,124
<b>HB 5</b>	\$0	\$0	\$1,481,018	\$1,481,018

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)

Other Funds: State Road Fund (0320), Railroad Expense Fund (0659)

## 2. CORE DESCRIPTION

The appropriations included in this core represent the administrative costs to support the Missouri Department of Transportation (MoDOT) in its mission. According to the Reason Foundation's 24th Annual Highway Report, which was released in August 2019, MoDOT has the fourth lowest administrative disbursements per state controlled mile in the United States. This core decision item includes organizational dues and costs associated with bicentennial license plate reissuance.

**The Governor's Recommendation is less than the department's request.**

## 3. PROGRAM LISTING (list programs included in this core funding)

Executive management and related support (divisions, units, district engineers and assistant district engineers)  
Financial Services  
Audits and Investigations  
Communications  
Equal Opportunity and Diversity

Governmental Relations  
Human Resources  
Legal Activities at Central Office  
Organizational Dues  
Bicentennial License Plate Reissuance



## CORE DECISION ITEM

Department of Transportation

Division: Administration

Core: Administration

Budget Unit: Administration

HB Section: 4.400

## 4. FINANCIAL HISTORY

	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Current Yr.
Appropriation (All Funds)	\$26,156,918	\$33,156,918	\$37,285,898	\$35,685,352
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$26,156,918	\$33,156,918	\$37,285,898	N/A
Actual Expenditures (All Funds)	\$21,291,485	\$24,856,767	\$30,557,769	N/A
Unexpended (All Funds)	\$4,865,433	\$8,300,151	\$6,728,129	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$0	\$0	\$0	N/A
Other	\$4,865,433	\$8,300,151	\$6,728,129	N/A
	(1)	(1)	(1)	

\*Restricted amount is N/A

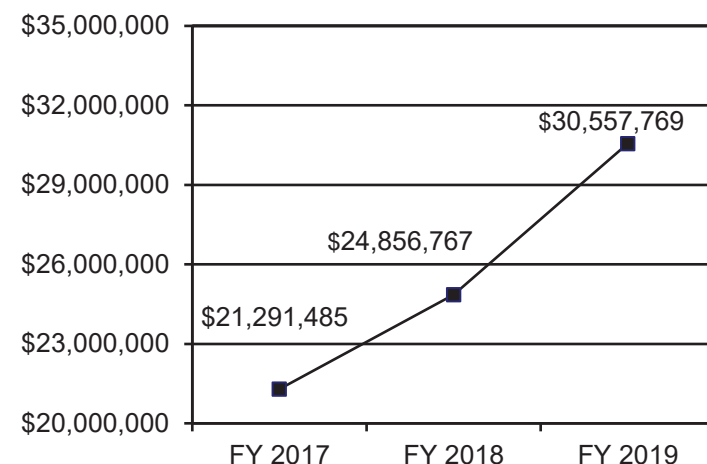
Reverted includes Governor's standard three percent reserve (when applicable).

Restricted includes any extraordinary expenditure restrictions (when applicable).

**NOTES:** (1) The unexpended balance includes funds committed through purchase orders for items and services ordered, but not received by the end of the fiscal year. The following table breaks out these amounts by fiscal year.

	FY 2017	FY 2018	FY 2019
Purchase Orders	\$68,965	\$3,361,691	\$950,035

Actual Expenditures (All Funds)





## FLEXIBILITY REQUEST FORM

<b>BUDGET UNIT NUMBER:</b>	60505C	<b>DEPARTMENT:</b>	Missouri Department of Transportation (MoDOT)
<b>BUDGET UNIT NAME:</b>	Administration	<b>DIVISION:</b>	Administration
<b>HOUSE BILL SECTION:</b>	4.400		
<b>1. Provide the amount by fund of personal service flexibility and the amount by fund of expense and equipment flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed. If flexibility is being requested among divisions, provide the amount by fund of flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed.</b>			
<b>DEPARTMENT REQUEST</b>			
The department is requesting 15 percent flexibility for the State Road Fund for fiscal year 2021 between personal services, fringe benefits and expense and equipment. This flexibility is requested to help manage priorities for administration. This flexibility allows MoDOT to provide services in the most efficient and reliable manner without artificially increasing appropriation authority.			
<b>2. Estimate how much flexibility will be used for the budget year. How much flexibility was used in the Prior Year Budget and the Current Year Budget? Please specify the amount.</b>			
<b>PRIOR YEAR ACTUAL AMOUNT OF FLEXIBILITY USED</b>	<b>CURRENT YEAR ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED</b>	<b>BUDGET REQUEST ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED</b>	
N/A - No flexibility language in prior year.	N/A - No flexibility language in prior year.	The department is requesting 15 percent flexibility between personal services, fringe benefits and expense and equipment from the State Road Fund, as needed.	
<b>3. Please explain how flexibility was used in the prior and/or current years.</b>			
<b>PRIOR YEAR EXPLAIN ACTUAL USE</b>		<b>CURRENT YEAR EXPLAIN PLANNED USE</b>	
N/A		N/A	



**FY 2021  
Flexibility Requests**

MISSOURI DEPARTMENT OF TRANSPORTATION (MoDOT)							
						FLEXIBILITY	
HB	APPROP	APPROP NAME	FUND	FUND	FY 20 APPROP AMT	FY 20 TAFP	FY 21 REQUESTED
4.400	7435	ADMINISTRATION PS	0320	OTHER	\$19,257,790		15%
4.400	7436	ADMINISTRATION E&E	0320	OTHER	\$7,347,562		15%
4.405	7438	FRINGES ADMINISTRATION PS	0320	OTHER	\$14,466,199		15%
4.405	7439	FRINGES ADMINISTRATION E&E	0320	OTHER	\$19,089,430		15%



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**CORE RECONCILIATION**


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**STATE  
ADMINISTRATION**


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**5. CORE RECONCILIATION**


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		<b>Budget Class</b>	<b>FTE</b>	<b>GR</b>	<b>Federal</b>	<b>Other</b>	<b>Total</b>	<b>Explanation</b>
<b>TAFP AFTER VETOES</b>								
		PS	347.57	0	0	19,257,790	19,257,790	
		EE	0.00	0	5,000	16,422,562	16,427,562	
		<b>Total</b>	<b>347.57</b>	<b>0</b>	<b>5,000</b>	<b>35,680,352</b>	<b>35,685,352</b>	
<b>DEPARTMENT CORE REQUEST</b>								
		PS	347.57	0	0	19,257,790	19,257,790	
		EE	0.00	0	5,000	16,422,562	16,427,562	
		<b>Total</b>	<b>347.57</b>	<b>0</b>	<b>5,000</b>	<b>35,680,352</b>	<b>35,685,352</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>								
Core Reduction	[#2716]	PS	(2.00)	0	0	(73,621)	(73,621)	Reduction to align FTE and budget with planned spending
Core Reduction	[#2716]	EE	0.00	0	0	(1,000,000)	(1,000,000)	Reduction to align FTE and budget with planned spending
<b>NET GOVERNOR CHANGES</b>			<b>(2.00)</b>	<b>0</b>	<b>0</b>	<b>(1,073,621)</b>	<b>(1,073,621)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>								
		PS	345.57	0	0	19,184,169	19,184,169	
		EE	0.00	0	5,000	15,422,562	15,427,562	
		<b>Total</b>	<b>345.57</b>	<b>0</b>	<b>5,000</b>	<b>34,606,731</b>	<b>34,611,731</b>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CORE</b>								
SR ADMINISTRATIVE TECHNICIAN	188,239	5.08	195,585	5.00	195,585	5.00	195,585	5.00
OFFICE ASSISTANT	24,968	1.05	3,738	0.00	3,738	0.00	3,738	0.00
SENIOR OFFICE ASSISTANT	116,055	4.28	211,897	7.00	211,897	7.00	211,897	7.00
EXECUTIVE ASSISTANT	514,689	14.91	575,478	16.00	541,842	15.00	541,842	15.00
FINANCIAL SERVICES TECHNICIAN	285,293	9.73	201,241	6.00	201,241	6.00	201,241	6.00
SENIOR FINANCIAL SERVICES TECH	886,162	23.71	1,135,859	28.00	1,135,859	28.00	1,135,859	28.00
HUMAN RESOURCES TECHNICIAN	106,533	3.45	127,617	4.27	127,617	4.27	127,617	4.27
SENIOR HUMAN RESOURCES TECHNIC	186,798	5.12	289,664	6.00	289,664	6.00	289,664	6.00
RISK MANAGEMENT TECHNICIAN	18,959	0.64	34,516	1.00	34,516	1.00	34,516	1.00
SENIOR RISK MANAGEMENT TECHNIC	232,020	6.16	414,313	10.00	414,313	10.00	414,313	10.00
SENIOR MAINTENANCE TECHNICIAN	38,263	1.00	77,415	2.00	77,415	2.00	77,415	2.00
SR EXECUTIVE ASST TO THE DIREC	52,009	1.00	53,668	1.00	53,668	1.00	53,668	1.00
SENIOR EXECUTIVE ASSISTANT	95,480	2.37	124,954	3.00	124,954	3.00	124,954	3.00
LEGAL SECRETARY	29,847	1.01	77,492	2.00	77,492	2.00	77,492	2.00
SENIOR PRINTING TECHNICIAN	80,041	2.01	83,523	2.00	83,523	2.00	83,523	2.00
ADMINISTRATIVE TECHNICIAN-TPT	20,310	0.49	0	0.00	0	0.00	0	0.00
LEGAL ASSISTANT	31,045	1.00	2,268	0.00	2,268	0.00	2,268	0.00
SR ADMINSTRATIVE TECHN-TPT	40,167	0.96	0	0.00	42,525	1.00	42,525	1.00
SENIOR INVESTIGATOR	123,444	2.55	151,762	3.00	151,762	3.00	151,762	3.00
INVESTIGATOR	60,060	1.54	40,168	1.00	40,168	1.00	40,168	1.00
INTERMEDIATE INVESTIGATOR	12,546	0.29	48,607	1.00	48,607	1.00	48,607	1.00
SR EMPLOYEE DEVELOPMENT SPECIA	138,670	2.91	149,358	3.00	149,358	3.00	149,358	3.00
SR GOVT RELATIONS SPECIALIST	57,308	1.04	56,710	1.00	56,710	1.00	56,710	1.00
EMPLOYEE DEVELOPMENT SPECIALIS	27,635	0.71	0	0.00	0	0.00	0	0.00
INT EMPLOYEE DEVELOPMENT SPECI	61,490	1.38	97,492	2.00	97,492	2.00	97,492	2.00
INVESTIGATION MANAGER	14,664	0.25	0	0.00	0	0.00	0	0.00
BUS SYST SUPP SPECIALIST	48,145	1.00	49,786	1.00	49,786	1.00	49,786	1.00
ASST COMMUNICATIONS DIRECTOR	78,785	1.00	80,910	1.00	80,910	1.00	80,910	1.00
SPECIAL PROJECTS COORD	214,871	3.01	223,123	3.00	223,123	3.00	223,123	3.00
FINANCIAL SERVICES ADMINISTRAT	186,142	2.86	213,597	3.00	201,608	3.00	201,608	3.00
DISTRICT SFTY & HLTH MGR	367,701	6.41	420,445	7.50	420,445	7.50	420,445	7.50
COMMUNITY LIAISON	50,125	1.00	51,730	1.00	51,730	1.00	51,730	1.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CORE</b>								
SR ORGANIZATIONAL PERF ANALYST	18,079	0.37	105,803	2.00	105,803	2.00	105,803	2.00
ORGANIZATIONAL PERFORMANCE ANA	60,089	1.54	41,551	1.00	41,551	1.00	41,551	1.00
SR BENEFITS SPECIALIST	96,288	2.00	99,572	2.00	99,572	2.00	99,572	2.00
GOVERNMENTAL RELATIONS SPECIAL	14,625	0.38	40,168	1.00	40,168	1.00	40,168	1.00
SENIOR PARALEGAL	98,041	2.00	101,408	2.00	101,408	2.00	101,408	2.00
TRANSPORTATION PLANNING SPECIA	46,735	0.83	0	0.00	56,400	1.00	56,400	1.00
PARALEGAL	56,559	1.46	86,435	2.00	86,435	2.00	86,435	2.00
INTERMEDIATE PARALEGAL	23,702	0.54	0	0.00	0	0.00	0	0.00
LEGAL OFFICE MANAGER	48,145	1.00	49,786	1.00	49,786	1.00	49,786	1.00
BUSINESS SYST SUPPORT MANAGER	56,017	1.00	57,772	1.00	57,772	1.00	57,772	1.00
DATA REPORT ANALYST	38,880	1.00	40,168	1.00	40,168	1.00	40,168	1.00
SR ADMIN PROFESSIONAL-TPT	119,115	2.15	39,256	1.00	39,256	1.00	39,256	1.00
SENIOR DATA REPORT ANALYST	56,901	0.96	60,146	1.00	60,146	1.00	60,146	1.00
EMPLOYEE BENEFITS MANAGER	57,671	1.00	58,852	1.00	58,852	1.00	58,852	1.00
FINANCIAL SERVICES COORDINATOR	169,311	3.00	176,500	3.00	176,500	3.00	176,500	3.00
SAFETY AND CLAIMS MANAGER	57,060	1.00	58,852	1.00	58,852	1.00	58,852	1.00
AUDITS & INVESTIGATIONS ADMNST	35,711	0.54	68,260	1.00	68,260	1.00	68,260	1.00
DIVERSITY & INCLUSION SPECIALI	60,420	1.56	80,336	2.00	80,336	2.00	80,336	2.00
INT DIVERSITY & INCLUSION SPEC	15,686	0.36	0	0.00	0	0.00	0	0.00
SR DIVERSITY & INCLUSION SPEC	100,153	2.00	104,154	2.00	104,154	2.00	104,154	2.00
RISK MANAGEMENT SPECIALIST	64,738	1.67	81,248	2.00	33,159	1.00	33,159	1.00
AUDIT MANAGER	114,121	2.00	182,234	3.00	182,234	3.00	182,234	3.00
ASST TO THE DIST ENGINEER	236,237	3.00	241,169	3.00	241,169	3.00	241,169	3.00
EMPLOYEE DEVELOPMENT MANAGER	52,963	0.94	57,772	1.00	57,772	1.00	57,772	1.00
COMMUNICATIONS MANAGER	455,952	7.84	495,700	8.00	495,700	8.00	495,700	8.00
INTERMEDIATE SAFETY OFFICER	101,465	2.26	1,062	0.00	86,920	1.50	86,920	1.50
SENIOR SAFETY OFFICER	253,591	5.06	313,038	6.05	154,622	4.05	154,622	4.05
INT COMMUNICATIONS SPECIALIST	111,052	2.57	179,044	4.00	179,044	4.00	156,879	3.00
SAFETY OFFICER	154,098	3.81	222,832	4.75	222,832	4.75	222,832	4.75
INT HUMAN RESOURCES SPECLST	160,003	3.65	159,702	3.00	159,702	3.00	159,702	3.00
SR COMMUNICATIONS SPECIALIST	813,689	16.27	781,224	15.00	781,224	15.00	729,768	14.00
INTERM FINANCIAL SERV SPECIALI	236,810	5.33	228,712	5.00	228,712	5.00	228,712	5.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CORE</b>								
ASST FINANCIAL SERVCS DIRECTOR	73,563	0.92	82,450	1.00	82,450	1.00	82,450	1.00
SENIOR AUDITOR	468,462	9.25	560,121	10.00	560,121	10.00	560,121	10.00
FINANCIAL SERVICES SPECIALIST	368,139	9.41	364,285	9.00	364,285	9.00	364,285	9.00
EMPLOYMENT MANAGER	60,336	1.00	62,212	1.00	62,212	1.00	62,212	1.00
COMPENSATION MANAGER	0	0.00	66,624	1.00	66,624	1.00	66,624	1.00
SUPPORT SERVICES MANAGER	419,135	6.88	441,550	7.00	441,550	7.00	441,550	7.00
CLAIMS ADMINISTRATION MGR	0	0.00	57,152	1.00	57,152	1.00	57,152	1.00
INT GOVERNMENTAL RELATIONS SPE	27,124	0.62	0	0.00	43,620	1.00	43,620	1.00
SR RISK MGMT SPECIALIST	205,568	3.88	222,760	3.00	168,400	2.00	168,400	2.00
ASST HUMAN RESOURCE DIRECTOR	60,877	0.79	79,372	1.00	79,372	1.00	79,372	1.00
FINANCIAL SERVICES MANAGER	113,848	2.01	116,624	2.00	116,624	2.00	116,624	2.00
SR FINANCIAL SERVICES SPECIALI	1,095,873	21.43	1,341,330	24.00	1,341,330	24.00	1,341,330	24.00
ASST TO CAO - HEALTH&WELLNESS	0	0.00	0	0.00	39,692	0.50	39,692	0.50
INTERMEDIATE AUDITOR	33,688	0.75	92,396	3.00	92,396	3.00	92,396	3.00
COMMUNICATIONS SPECIALIST	195,259	5.01	214,304	5.00	214,304	5.00	214,304	5.00
AUDITOR	112,323	2.75	85,602	2.00	85,602	2.00	85,602	2.00
HUMAN RESOURCES SPECIALIST	294,995	7.38	242,686	6.00	242,686	6.00	242,686	6.00
SR HR SPECIALIST	854,821	16.86	993,844	19.00	993,844	19.00	993,844	19.00
INTER RISK MGT SPECIALIST	5,364	0.13	44,645	1.00	44,645	1.00	44,645	1.00
HUMAN RESOURCES MANAGER	426,440	7.02	440,049	7.00	440,049	7.00	440,049	7.00
TRANSP PLANNING COORDINATOR	15,130	0.23	67,624	1.00	67,624	1.00	67,624	1.00
ASSISTANT DISTRICT ENGINEER	940,045	10.95	989,830	11.00	989,830	11.00	989,830	11.00
SPCLASST TO THE DIRECTOR-TPT	4,076	0.03	0	0.00	0	0.00	0	0.00
OF COUNSEL-TPT	121,546	1.10	0	0.00	130,000	1.00	130,000	1.00
SENIOR ADMINISTRATIVE COUNSEL	155,827	2.00	160,642	2.00	160,642	2.00	160,642	2.00
SR OFFICE ASSISTANT-TPT	509	0.02	0	0.00	0	0.00	0	0.00
DEPUTY DIRECTOR/CHIEF ENGINEER	70,784	0.43	0	0.00	150,162	1.00	150,162	1.00
CHIEF SAFETY & OPERATIONS OFCR	56,358	0.43	0	0.00	0	0.00	0	0.00
CHIEF ADMINISTRATIVE OFFICER	56,523	0.43	0	0.00	131,616	1.00	131,616	1.00
CHIEF ENGINEER	81,103	0.57	143,620	1.00	0	0.00	0	0.00
STATE DESIGN ENGINEER	275	0.00	0	0.00	0	0.00	0	0.00
ASST CHIEF COUNSEL-HUMAN RSRCS	120,718	1.00	123,254	1.00	123,254	1.00	123,254	1.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CORE</b>								
DISTRICT ENGINEER	740,666	6.88	762,158	7.00	762,158	7.00	762,158	7.00
HUMAN RESOURCES DIRECTOR	71,591	0.65	111,958	1.00	107,668	1.00	107,668	1.00
AUDITS & INVESTIGATIONS DIR	112,445	1.11	102,626	1.00	102,626	1.00	102,626	1.00
ASSISTANT CHIEF ENGINEER	78,837	0.61	130,726	1.00	0	0.00	0	0.00
GOVERNMENTAL RELATIONS DIRECTO	97,865	1.00	96,106	1.00	102,588	1.00	102,588	1.00
COMMUNICATIONS DIRECTOR	100,389	1.00	100,614	1.00	102,588	1.00	102,588	1.00
CHIEF FINANCIAL OFFICER	56,523	0.43	138,678	1.00	131,616	1.00	131,616	1.00
DIR, DEPT OF TRANSPORTATION	179,739	1.00	180,238	1.00	180,238	1.00	180,238	1.00
COMMUNICATIONS INTERN	10,348	0.45	0	0.00	0	0.00	0	0.00
FINANCIAL SERVICES INTERN	29,070	1.29	0	0.00	0	0.00	0	0.00
SAFETY INTERN	1,602	0.07	0	0.00	0	0.00	0	0.00
HUMAN RESOURCES INTERN	7,135	0.29	0	0.00	0	0.00	0	0.00
ASST CHIEF COUNSEL-RISK MNGMNT	120,718	1.00	123,254	1.00	123,254	1.00	123,254	1.00
SENIOR ASSISTANT COUNSEL	132,792	2.00	139,850	2.00	139,850	2.00	139,850	2.00
RISK AND BENEFITS MGT DIRECTOR	87,865	0.87	102,626	1.00	0	0.00	0	0.00
EQUAL OP & DIVERSITY DIRECTOR	97,865	1.00	96,103	1.00	102,588	1.00	102,588	1.00
FINANCIAL SERVICES DIRECTOR	87,036	0.82	107,668	1.00	107,668	1.00	107,668	1.00
HIGHWAY COMMISSIONER	1,200	0.02	0	0.00	0	0.00	0	0.00
ASST CHIEF COUNSEL-PROJ DEVEL	120,718	1.00	122,992	1.00	122,992	1.00	122,992	1.00
ASSISTANT COUNSEL	159,754	2.98	217,829	4.00	217,829	4.00	217,829	4.00
ASST CHIEF COUNSEL - ADMIN	120,718	1.00	123,254	1.00	123,254	1.00	123,254	1.00
CHIEF COUNSEL	130,194	1.00	131,616	1.00	131,616	1.00	131,616	1.00
SECRETARY TO THE COMMISSION	68,761	1.00	70,846	1.00	70,846	1.00	70,846	1.00
<b>TOTAL - PS</b>	<b>17,424,911</b>	<b>329.76</b>	<b>19,257,790</b>	<b>347.57</b>	<b>19,257,790</b>	<b>347.57</b>	<b>19,184,169</b>	<b>345.57</b>
TRAVEL, IN-STATE	162,051	0.00	120,782	0.00	120,782	0.00	120,782	0.00
TRAVEL, OUT-OF-STATE	67,936	0.00	48,391	0.00	48,391	0.00	48,391	0.00
SUPPLIES	464,575	0.00	559,155	0.00	559,155	0.00	559,155	0.00
PROFESSIONAL DEVELOPMENT	315,662	0.00	306,087	0.00	306,087	0.00	306,087	0.00
COMMUNICATION SERV & SUPP	123,185	0.00	272,024	0.00	272,024	0.00	272,024	0.00
PROFESSIONAL SERVICES	11,265,122	0.00	3,946,626	0.00	5,246,626	0.00	4,246,626	0.00
HOUSEKEEPING & JANITORIAL SERV	0	0.00	11,434	0.00	11,434	0.00	11,434	0.00
M&R SERVICES	131,566	0.00	187,944	0.00	187,944	0.00	187,944	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>ADMINISTRATION</b>								
<b>CORE</b>								
COMPUTER EQUIPMENT	719	0.00	78,221	0.00	78,221	0.00	78,221	0.00
OFFICE EQUIPMENT	44,689	0.00	134,546	0.00	134,546	0.00	134,546	0.00
OTHER EQUIPMENT	7,155	0.00	51,132	0.00	51,132	0.00	51,132	0.00
BUILDING LEASE PAYMENTS	28,377	0.00	18,213	0.00	18,213	0.00	18,213	0.00
EQUIPMENT RENTALS & LEASES	119,581	0.00	170,774	0.00	170,774	0.00	170,774	0.00
MISCELLANEOUS EXPENSES	402,240	0.00	10,522,233	0.00	9,222,233	0.00	9,222,233	0.00
<b>TOTAL - EE</b>	<b>13,132,858</b>	<b>0.00</b>	<b>16,427,562</b>	<b>0.00</b>	<b>16,427,562</b>	<b>0.00</b>	<b>15,427,562</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$30,557,769</b>	<b>329.76</b>	<b>\$35,685,352</b>	<b>347.57</b>	<b>\$35,685,352</b>	<b>347.57</b>	<b>\$34,611,731</b>	<b>345.57</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$5,000</b>	<b>0.00</b>	<b>\$5,000</b>	<b>0.00</b>	<b>\$5,000</b>	<b>0.00</b>	<b>\$5,000</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$30,552,769</b>	<b>329.76</b>	<b>\$35,680,352</b>	<b>347.57</b>	<b>\$35,680,352</b>	<b>347.57</b>	<b>\$34,606,731</b>	<b>345.57</b>



## PROGRAM DESCRIPTION

Department of Transportation

HB Section: 4.400

Program Name: Administration

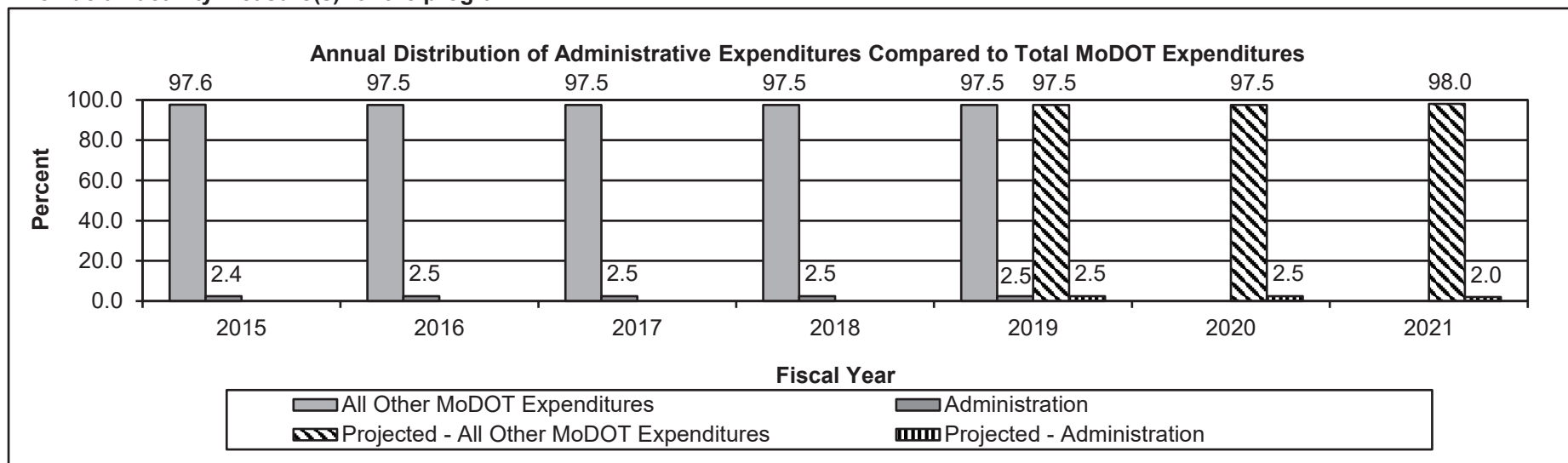
Program is found in the following core budget(s): Administration

**1a. What strategic priority does this program address?**

Service - deliver transportation solutions of great value and use resources wisely  
 Stability - preserve and operate a reliable transportation system with an engaged workforce

**1b. What does this program do?**

This program funds the administrative costs to support the Missouri Department of Transportation (MoDOT) in its mission.

**2a. Provide an activity measure(s) for the program.**

The 2020 projection was established by averaging the last five fiscal years. The 2021 projection was established by averaging the last five years and projecting a half of a percent reduction.



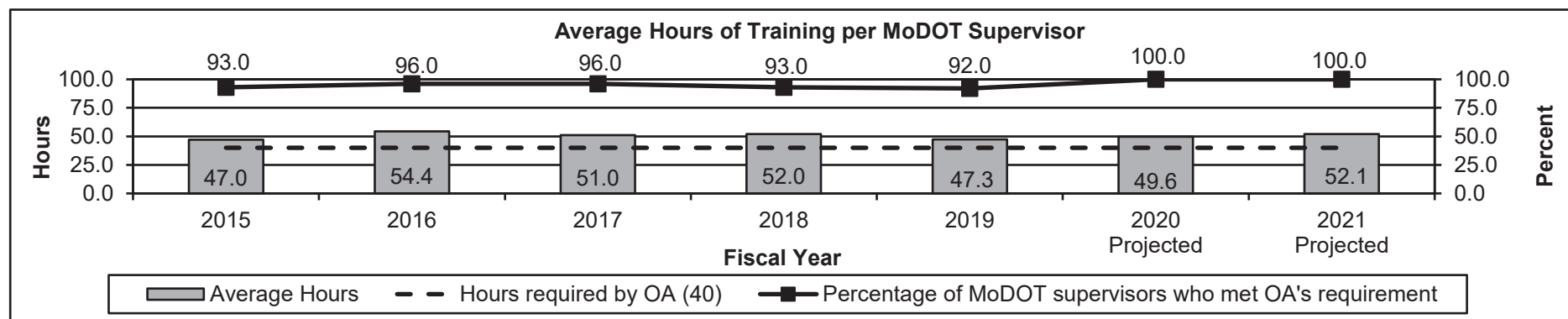
## PROGRAM DESCRIPTION

Department of Transportation

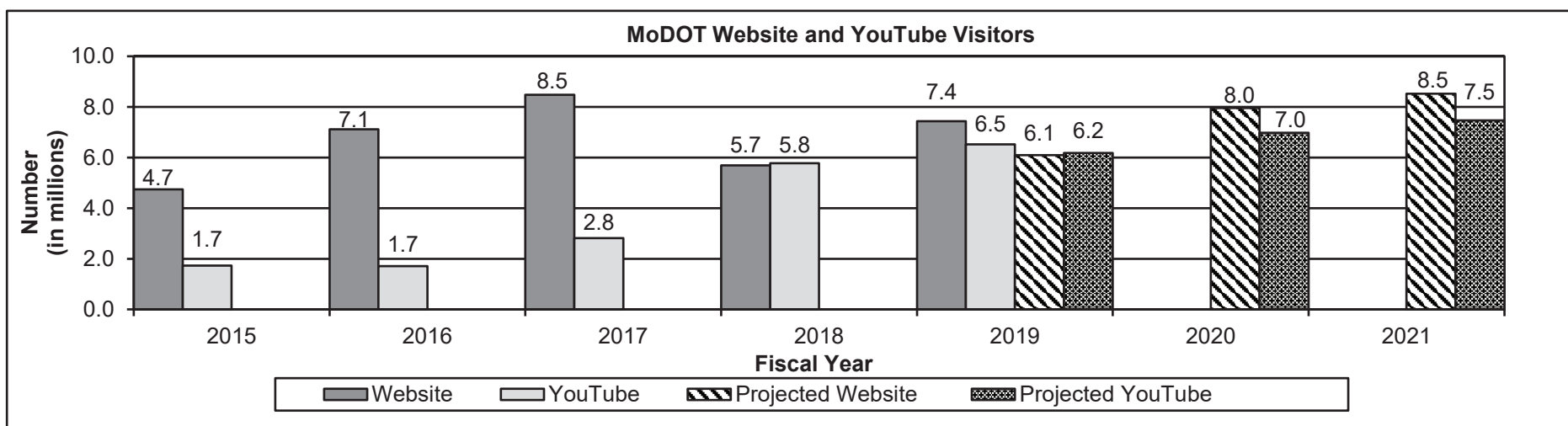
HB Section: 4.400

Program Name: Administration

Program is found in the following core budget(s): Administration



An employee entering a supervisory, managerial or executive position as defined under the Office of Administration's (OA) Management Training Rule is required to complete a minimum of 40 hours of training within their first year in the position. Thereafter, the employee is required to take at least 16 hours of continuing competency based training each year. The projections for hours of training per MoDOT supervisor is based on a five percent increase from the immediate prior year. MoDOT's target is for 100 percent of the department's supervisors to meet OA's requirement.



The projections were established by projecting a seven percent increase from the prior year.



## PROGRAM DESCRIPTION

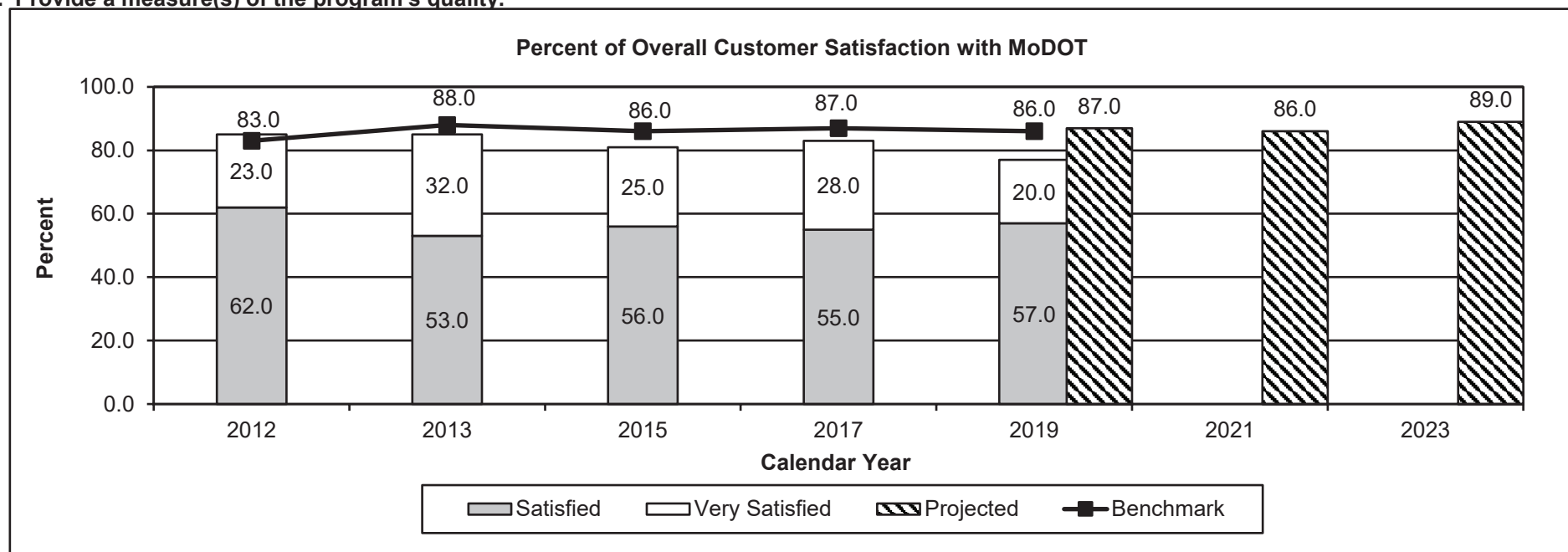
Department of Transportation

HB Section: 4.400

Program Name: Administration

Program is found in the following core budget(s): Administration

2b. Provide a measure(s) of the program's quality.



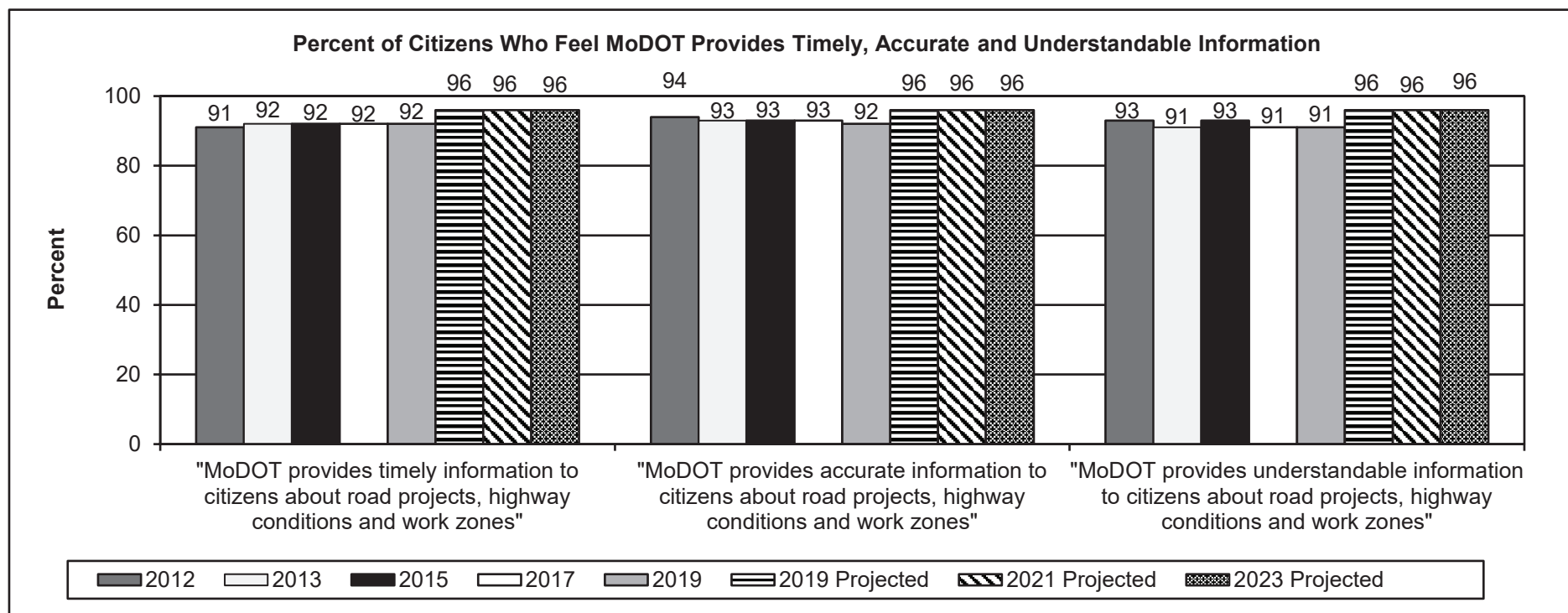
Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with the job the Missouri Department of Transportation is doing?" was the question surveyed. The benchmark data is from the American Customer Satisfaction Index, a national cross-industry measure of customer satisfaction in the United States. The 2021 projection is equal to the 2019 benchmark score of 86 percent. The 2023 projection was established by projecting a three percent improvement from the benchmark. No survey was conducted in calendar years 2014, 2016 and 2018.



## PROGRAM DESCRIPTION

Department of Transportation  
 Program Name: Administration  
 Program is found in the following core budget(s): Administration

HB Section: 4.400



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The percent of citizens who feel that MoDOT provides timely, accurate and understandable information for the years above was calculated by adding the strongly agree and the somewhat agree responses to the statements provided in the chart. The 2021 and 2023 projections are based on the department's goals. No survey was conducted in calendar years 2014, 2016 and 2018.



## PROGRAM DESCRIPTION

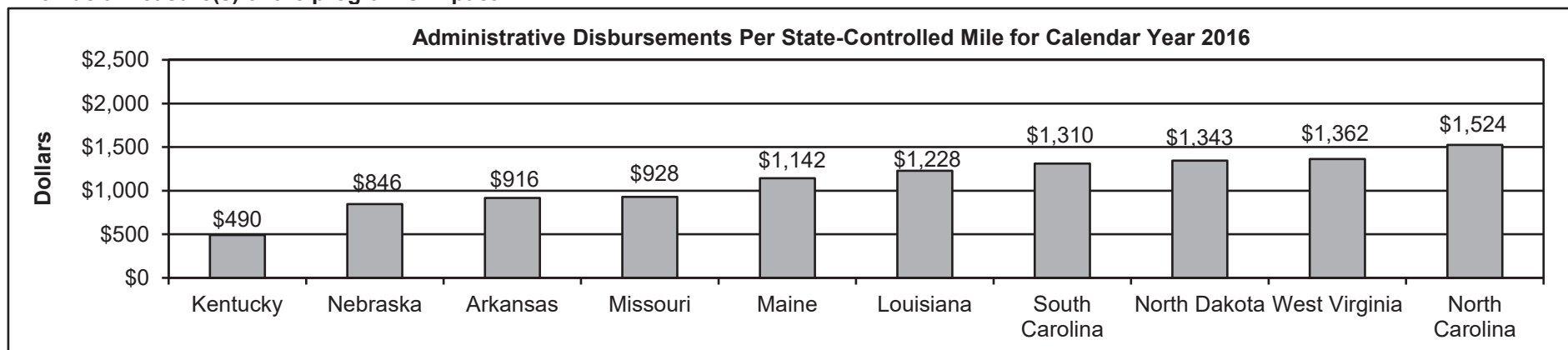
Department of Transportation

HB Section: 4.400

Program Name: Administration

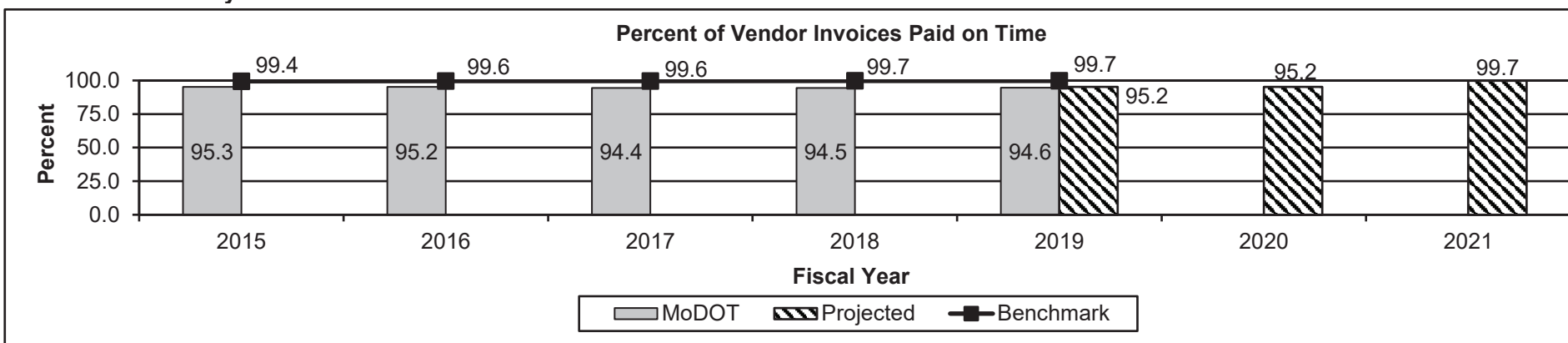
Program is found in the following core budget(s): Administration

2c. Provide a measure(s) of the program's impact.



Administrative disbursements include general and central office expenditures in support of state-administered highways. This data is from the Reason Foundation's 24th Annual Highway Report, which was released in August 2019. Missouri ranks the 4th lowest nationwide in administrative disbursements per state-controlled mile for calendar year 2016.

2d. Provide an efficiency measure.



Timely is defined as a check or electronic payment issued less than 31 days from the date of the invoice. The benchmark data is from the U.S. General Services Administration. The 2020 projection is based on the department's goal. The 2021 projection is equal to the benchmark.



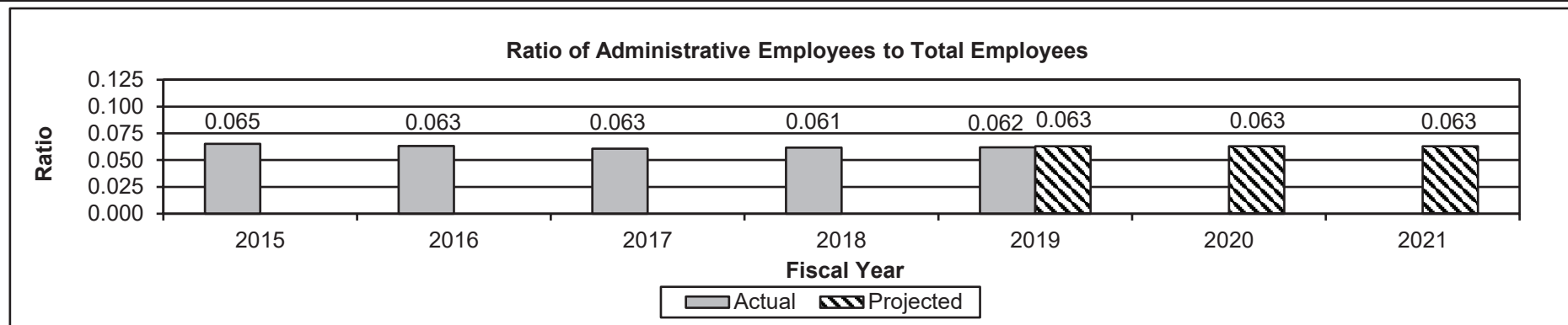
## PROGRAM DESCRIPTION

Department of Transportation

HB Section: 4.400

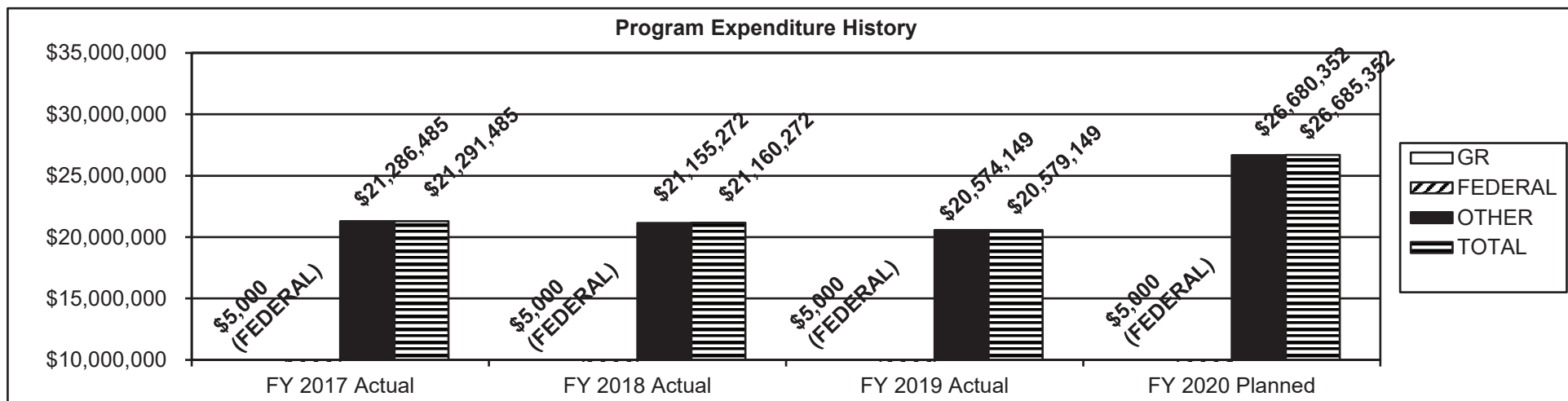
Program Name: Administration

Program is found in the following core budget(s): Administration



This chart shows the number of salaried administrative employees compared to total salaried employees. Data is as of June 30th of each fiscal year. The projections are based on budgeted amounts.

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)





## PROGRAM DESCRIPTION

**Department of Transportation**HB Section: 4.400**Program Name: Administration****Program is found in the following core budget(s): Administration****4. What are the sources of the "Other" funds?**

State Road Fund (0320), Railroad Expense Fund (0659)

**5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)**

Article IV, Section 30(b), MO Constitution and 226.220, RSMo.

**6. Are there federal matching requirements? If yes, please explain.**

No

**7. Is this a federally mandated program? If yes, please explain.**

No



## PROGRAM DESCRIPTION

<b>Department of Transportation</b>	<b>Budget Unit: Administration</b>
<b>Program Name: License Plate Reissuance</b>	
<b>Program is found in the following core budget(s): Administration</b>	<b>HB Section: 4.400</b>

**1a. What strategic priority does this program address?**

Service - deliver transportation solutions of great value and use resources wisely

**1b. What does this program do?**

This program funds the production of bicentennial license plates for the license plates reissuance.

**2a. Provide an activity measure(s) for the program.**

The registration of motor vehicles is the responsibility of the Department of Revenue. For performance measures related to the bicentennial license plate reissuance, please refer to the budget documents related to House Bill Section 4.005.

**2b. Provide a measure(s) of the program's quality.**

The registration of motor vehicles is the responsibility of the Department of Revenue. For performance measures related to the bicentennial license plate reissuance, please refer to the budget documents related to House Bill Section 4.005.

**2c. Provide a measure(s) of the program's impact.**

The registration of motor vehicles is the responsibility of the Department of Revenue. For performance measures related to the bicentennial license plate reissuance, please refer to the budget documents related to House Bill Section 4.005.

**2d. Provide a customer satisfaction measure, if available.**

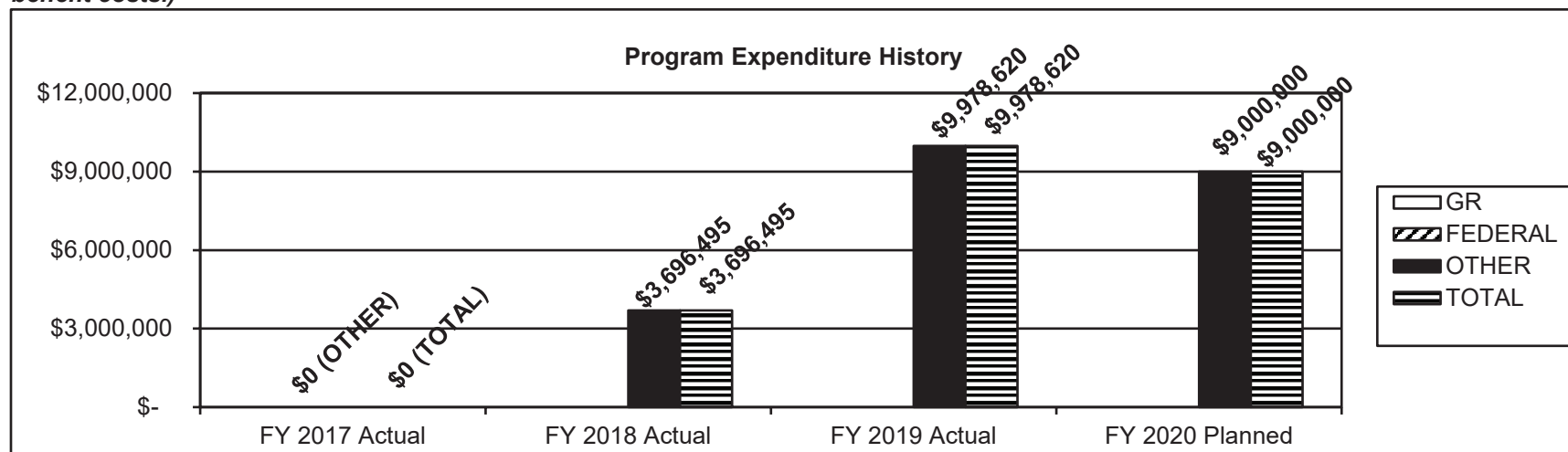
The registration of motor vehicles is the responsibility of the Department of Revenue. For performance measures related to the bicentennial license plate reissuance, please refer to the budget documents related to House Bill Section 4.005.



## PROGRAM DESCRIPTION

Department of Transportation	Budget Unit: Administration
Program Name: License Plate Reissuance	
Program is found in the following core budget(s): Administration	HB Section: 4.400

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)



4. What are the sources of the "Other" funds?  
State Road Fund (0320)
5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)  
Section 301.125, RSMo.
6. Are there federal matching requirements? If yes, please explain.  
No
7. Is this a federally mandated program? If yes, please explain.  
No



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**DECISION ITEM SUMMARY**

Budget Unit								
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
PERSONAL SERVICES								
STATE ROAD	63,152,488	1,239.05	69,491,528	1,324.44	69,491,528	1,324.44	68,991,528	1,324.44
TOTAL - PS	63,152,488	1,239.05	69,491,528	1,324.44	69,491,528	1,324.44	68,991,528	1,324.44
EXPENSE & EQUIPMENT								
STATE ROAD	823,865,657	0.00	948,654,013	0.00	948,162,551	0.00	948,162,551	0.00
TOTAL - EE	823,865,657	0.00	948,654,013	0.00	948,162,551	0.00	948,162,551	0.00
PROGRAM-SPECIFIC								
STATE ROAD BOND FUND	188,848,229	0.00	201,259,881	0.00	201,259,881	0.00	201,259,881	0.00
STATE ROAD	207,542,171	0.00	346,937,637	0.00	347,437,637	0.00	347,437,637	0.00
TOTAL - PD	396,390,400	0.00	548,197,518	0.00	548,697,518	0.00	548,697,518	0.00
<b>TOTAL</b>	<b>1,283,408,545</b>	<b>1,239.05</b>	<b>1,566,343,059</b>	<b>1,324.44</b>	<b>1,566,351,597</b>	<b>1,324.44</b>	<b>1,565,851,597</b>	<b>1,324.44</b>
<b>CTC FY20 MoDOT Pay Plan - 1605005</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	1,343,856	0.00	1,343,856	0.00
TOTAL - PS	0	0.00	0	0.00	1,343,856	0.00	1,343,856	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,343,856</b>	<b>0.00</b>	<b>1,343,856</b>	<b>0.00</b>
<b>Mileage Reimburse Rate Incr - 0000015</b>								
EXPENSE & EQUIPMENT								
STATE ROAD	0	0.00	0	0.00	8,538	0.00	0	0.00
TOTAL - EE	0	0.00	0	0.00	8,538	0.00	0	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>8,538</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>MoDOT Pay Plan - 1605006</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	416,052	0.00	416,052	0.00
TOTAL - PS	0	0.00	0	0.00	416,052	0.00	416,052	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>416,052</b>	<b>0.00</b>	<b>416,052</b>	<b>0.00</b>
<b>FY21 Market Adjust Pay Plan - 1605007</b>								
PERSONAL SERVICES								

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**DECISION ITEM SUMMARY**

Budget Unit									
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021	
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC	
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	
<b>CONSTRUCTION</b>									
<b>FY21 Market Adjust Pay Plan - 1605007</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	364,448	0.00	364,448	0.00	
TOTAL - PS	0	0.00	0	0.00	364,448	0.00	364,448	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>364,448</b>	<b>0.00</b>	<b>364,448</b>	<b>0.00</b>	
<b>FY21 Pilot Program - 1605008</b>									
PERSONAL SERVICES									
STATE ROAD	0	0.00	0	0.00	295,200	0.00	0	0.00	
TOTAL - PS	0	0.00	0	0.00	295,200	0.00	0	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>295,200</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	
<b>Construction E&amp;E Expansion - 1605014</b>									
EXPENSE & EQUIPMENT									
STATE ROAD	0	0.00	0	0.00	7,834,239	0.00	7,834,239	0.00	
TOTAL - EE	0	0.00	0	0.00	7,834,239	0.00	7,834,239	0.00	
PROGRAM-SPECIFIC									
STATE ROAD	0	0.00	0	0.00	500,000	0.00	500,000	0.00	
TOTAL - PD	0	0.00	0	0.00	500,000	0.00	500,000	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>8,334,239</b>	<b>0.00</b>	<b>8,334,239</b>	<b>0.00</b>	
<b>Construction Program Expansion - 1605015</b>									
EXPENSE & EQUIPMENT									
STATE ROAD	0	0.00	0	0.00	93,368,501	0.00	93,368,501	0.00	
TOTAL - EE	0	0.00	0	0.00	93,368,501	0.00	93,368,501	0.00	
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>93,368,501</b>	<b>0.00</b>	<b>93,368,501</b>	<b>0.00</b>	
<b>GRAND TOTAL</b>	<b>\$1,283,408,545</b>	<b>1,239.05</b>	<b>\$1,566,343,059</b>	<b>1,324.44</b>	<b>\$1,670,482,431</b>	<b>1,324.44</b>	<b>\$1,669,678,693</b>	<b>1,324.44</b>	



**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>CONSTRUCTION DUE TO FLOODING</b>								
<b>CORE</b>								
PROGRAM-SPECIFIC								
STATE ROAD	0	0.00	5,000,000	0.00	0	0.00	0	0.00
TOTAL - PD	0	0.00	5,000,000	0.00	0	0.00	0	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>5,000,000</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$5,000,000</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>



## CORE DECISION ITEM

Department of Transportation					Budget Unit: <u>Construction</u>				
Division: Construction									
Core: Construction					HB Section: <u>4.410, 4.413</u>				
1. CORE FINANCIAL SUMMARY									
FY 2021 Budget Request					FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total		GR	Federal	Other	Total
PS	\$0	\$0	\$69,491,528	\$69,491,528	PS	\$0	\$0	\$68,991,528	\$68,991,528
EE	\$0	\$0	\$948,162,551	\$948,162,551	EE	\$0	\$0	\$948,162,551	\$948,162,551
PSD	\$0	\$0	\$548,697,518	\$548,697,518	PSD	\$0	\$0	\$548,697,518	\$548,697,518
TRF	\$0	\$0	\$0	\$0	TRF	\$0	\$0	\$0	\$0
Total	\$0	\$0	\$1,566,351,597	\$1,566,351,597	Total	\$0	\$0	\$1,565,851,597	\$1,565,851,597
FTE	0.00	0.00	1,324.44	1,324.44	FTE	0.00	0.00	1,324.44	1,324.44
HB 4	\$0	\$0	\$53,585,835	\$53,585,835	HB 4	\$0	\$0	\$53,195,285	\$53,195,285
HB 5	\$0	\$0	\$5,364,746	\$5,364,746	HB 5	\$0	\$0	\$5,326,146	\$5,326,146
Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.					Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.				
Other Funds: State Road Fund (0320), State Road Bond Fund (0319)					Other Funds: State Road Fund (0320), State Road Bond Fund (0319)				
2. CORE DESCRIPTION									
The appropriations include personal services, expense and equipment and program disbursements for planning, design, right of way acquisitions, contractor payments, pass-through funds to local entities and debt service on outstanding bonds associated with road and bridge construction. The proposed costs represent payments associated with awarded projects in the Missouri Highways and Transportation Commission-approved Statewide Transportation Improvement Program (STIP). The payments are for projects awarded in previous fiscal years, as well as the current fiscal year, because payments are made as contractors complete the work in the months after projects are awarded.									
The Governor's Recommendation is less than the department's request.									
3. PROGRAM LISTING (list programs included in this core funding)									
Planning, design, construction, rehabilitation & reconstruction of roads and bridges					Landscaping and other scenic beautification				
Construction and material inspection					Historical preservation				
Incidental costs in the purchase of right of way for construction					Archaeological planning and research				
Research					Environmental mitigation				
Motorist Assist Program					Construction contract monitoring				
Project monitoring					Transportation Management System				
Provide facilities for pedestrians and bicyclists					District legal activities				



## CORE DECISION ITEM

<b>Department of Transportation</b>	<b>Budget Unit: Construction</b>
<b>Division: Construction</b>	
<b>Core: Construction</b>	<b>HB Section: 4.410, 4.413</b>

The Department's request for the fiscal year 2021 construction budget by type and fund is as follows:

<b>PS</b>	Construction	\$69,491,528	State Road Fund
<b>E&amp;E</b>	Construction	\$948,162,551	State Road Fund
<b>Programs</b>	Construction	\$230,048,656	State Road Fund
	Debt Service on Bonds	\$117,388,981	State Road Fund
	Debt Service on Bonds	\$201,259,881	State Road Bond Fund
		<b><u>\$1,566,351,597</u></b>	

The Governor's Recommendation for the fiscal year 2021 construction budget request by type and fund is as follows:

<b>PS</b>	Construction	\$68,991,528	State Road Fund
<b>E&amp;E</b>	Construction	\$948,162,551	State Road Fund
<b>Programs</b>	Construction	\$230,048,656	State Road Fund
	Debt Service on Bonds	\$117,388,981	State Road Fund
	Debt Service on Bonds	\$201,259,881	State Road Bond Fund
		<b><u>\$1,565,851,597</u></b>	



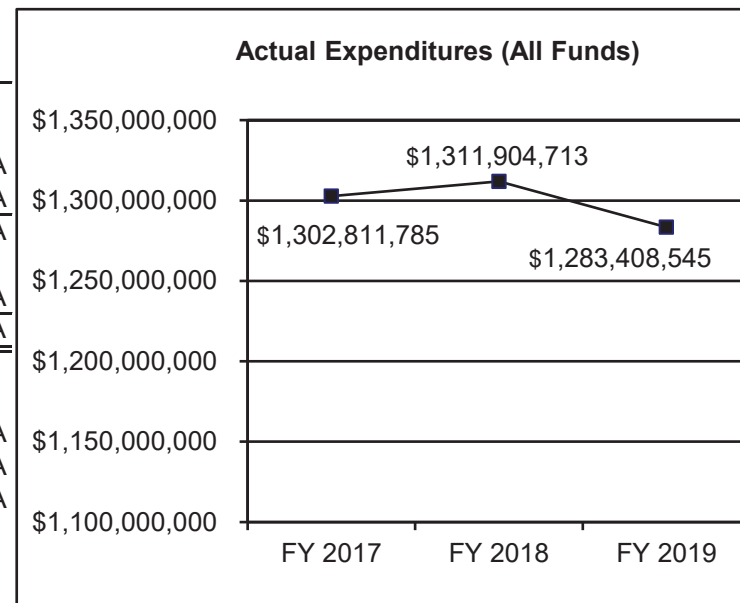
## CORE DECISION ITEM

<b>Department of Transportation</b>	<b>Budget Unit: Construction</b>
<b>Division: Construction</b>	
<b>Core: Construction</b>	<b>HB Section: 4.410, 4.413</b>

## 4. FINANCIAL HISTORY

	<b>FY 2017 Actual</b>	<b>FY 2018 Actual</b>	<b>FY 2019 Actual</b>	<b>FY 2020 Current Yr.</b>
Appropriation (All Funds)	\$1,433,559,868	\$1,401,310,729	\$1,661,081,842	\$1,571,343,239
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$1,433,559,868	\$1,401,310,729	\$1,661,081,842	N/A
Actual Expenditures (All Funds)	\$1,302,811,785	\$1,311,904,713	\$1,283,408,545	N/A
Unexpended (All Funds)	\$130,748,083	\$89,406,016	\$377,673,297	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$0	\$0	\$0	N/A
Other	\$130,748,083	\$89,406,016	\$377,673,297	N/A

(1)



\*Restricted amount is N/A

Reverted includes Governor's standard three percent reserve (when applicable).

Restricted includes any extraordinary expenditure restrictions (when applicable).

**NOTES:**

(1) Appropriation increased during fiscal year to cover expenditures/encumbrances.



## FLEXIBILITY REQUEST FORM

<b>BUDGET UNIT NUMBER:</b> 60516C	<b>DEPARTMENT:</b> Missouri Department of Transportation (MoDOT)
<b>BUDGET UNIT NAME:</b> Construction	
<b>HOUSE BILL SECTION:</b> 4.410	<b>DIVISION:</b> Construction

**1. Provide the amount by fund of personal service flexibility and the amount by fund of expense and equipment flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed. If flexibility is being requested among divisions, provide the amount by fund of flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed.**

**DEPARTMENT REQUEST**

The department is requesting 15 percent flexibility for the State Road Fund for fiscal year 2021 between personal services, fringe benefits, expense and equipment and program. This flexibility is requested to help manage priorities for construction. This flexibility allows MoDOT to provide services in the most efficient and reliable manner without artificially increasing appropriation authority.

**2. Estimate how much flexibility will be used for the budget year. How much flexibility was used in the Prior Year Budget and the Current Year Budget? Please specify the amount.**

PRIOR YEAR ACTUAL AMOUNT OF FLEXIBILITY USED	CURRENT YEAR ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED	BUDGET REQUEST ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED
N/A - No flexibility language in prior year.	N/A - No flexibility language in current year.	The department is requesting 15 percent flexibility between personal services, fringe benefits, expense and equipment and program from the State Road Fund, as needed.

**3. Please explain how flexibility was used in the prior and/or current years.**

PRIOR YEAR EXPLAIN ACTUAL USE	CURRENT YEAR EXPLAIN PLANNED USE
N/A	N/A



## FLEXIBILITY REQUEST FORM

<b>BUDGET UNIT NUMBER:</b> 60516C <b>BUDGET UNIT NAME:</b> Construction <b>HOUSE BILL SECTION:</b> 4.410		<b>DEPARTMENT:</b> Missouri Department of Transportation (MoDOT) <b>DIVISION:</b> Construction	
<b>1. Provide the amount by fund of personal service flexibility and the amount by fund of expense and equipment flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed. If flexibility is being requested among divisions, provide the amount by fund of flexibility you are requesting in dollar and percentage terms and explain why the flexibility is needed.</b>			
<b>DEPARTMENT REQUEST</b>			
The department is requesting 50 percent flexibility for the State Road Fund and State Road Bond Fund for fiscal year 2021 between program expenses for debt service on bonds. This flexibility is requested to help manage scheduled debt service payments. This flexibility allows MoDOT to provide services in the most efficient and reliable manner without artificially increasing appropriation authority.			
<b>2. Estimate how much flexibility will be used for the budget year. How much flexibility was used in the Prior Year Budget and the Current Year Budget? Please specify the amount.</b>			
<b>PRIOR YEAR ACTUAL AMOUNT OF FLEXIBILITY USED</b>	<b>CURRENT YEAR ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED</b>	<b>BUDGET REQUEST ESTIMATED AMOUNT OF FLEXIBILITY THAT WILL BE USED</b>	
Flexibility was not used in the prior year.	The General Assembly approved 50 percent flexibility between program expenses for debt service on bonds from the State Road Fund and State Road Bond Fund in fiscal year 2020; however, the amount of flexibility that will be used is unknown.	The department is requesting 50 percent flexibility between program expenses for debt service on bonds from the State Road Fund and State Road Bond Fund, as needed.	
<b>3. Please explain how flexibility was used in the prior and/or current years.</b>			
<b>PRIOR YEAR EXPLAIN ACTUAL USE</b>		<b>CURRENT YEAR EXPLAIN PLANNED USE</b>	
N/A		N/A	



**FY 2021  
Flexibility Requests**

MISSOURI DEPARTMENT OF TRANSPORTATION (MoDOT)							
						FLEXIBILITY	
HB	APPROP	APPROP NAME	FUND	FUND	FY 20 APPROP AMT	FY 20 TAFP	FY 21 REQUESTED
4.405	7443	FRINGES CONSTRUCTION PS	0320	OTHER	\$52,900,835		15%
4.405	7444	FRINGES CONSTRUCTION E&E	0320	OTHER	\$685,000		15%
4.410	7440	CONSTRUCTION PS	0320	OTHER	\$69,491,528		15%
4.410	4402	CONSTRUCTION E&E	0320	OTHER	\$19,558,170		15%
4.410	4403	CONSTRUCTION	0320	OTHER	\$1,158,644,499		15%
4.410	3550	BOND PRINCIPAL & INTEREST	0320	OTHER	\$117,388,981	50%	50%
4.410	7485	BOND PRINCIPAL & INTEREST	0319	OTHER	\$201,259,881	50%	50%



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**CORE RECONCILIATION**


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**STATE  
CONSTRUCTION****5. CORE RECONCILIATION**

		<b>Budget Class</b>	<b>FTE</b>	<b>GR</b>	<b>Federal</b>	<b>Other</b>	<b>Total</b>	<b>Explanation</b>
<b>TAFP AFTER VETOES</b>								
		PS	1,324.44	0	0	69,491,528	69,491,528	
		EE	0.00	0	0	948,654,013	948,654,013	
		PD	0.00	0	0	548,197,518	548,197,518	
		<b>Total</b>	<b>1,324.44</b>	<b>0</b>	<b>0</b>	<b>1,566,343,059</b>	<b>1,566,343,059</b>	
<b>DEPARTMENT CORE ADJUSTMENTS</b>								
Core Reallocation	[#174]	EE	0.00	0	0	8,538	8,538	Mileage reimbursement reallocation between appropriations based upon planned expenditures
Core Reallocation	[#175]	EE	0.00	0	0	(500,000)	(500,000)	Reallocated core amounts between BOBCs based upon actual expenditures
Core Reallocation	[#175]	PD	0.00	0	0	500,000	500,000	Reallocated core amounts between BOBCs based upon actual expenditures
<b>NET DEPARTMENT CHANGES</b>			<b>0.00</b>	<b>0</b>	<b>0</b>	<b>8,538</b>	<b>8,538</b>	
<b>DEPARTMENT CORE REQUEST</b>								
		PS	1,324.44	0	0	69,491,528	69,491,528	
		EE	0.00	0	0	948,162,551	948,162,551	
		PD	0.00	0	0	548,697,518	548,697,518	
		<b>Total</b>	<b>1,324.44</b>	<b>0</b>	<b>0</b>	<b>1,566,351,597</b>	<b>1,566,351,597</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>								
Core Reduction	[#2730]	PS	0.00	0	0	(500,000)	(500,000)	Reduction to align with planned staffing needs
<b>NET GOVERNOR CHANGES</b>			<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(500,000)</b>	<b>(500,000)</b>	



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**CORE RECONCILIATION**


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**STATE  
CONSTRUCTION**

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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PS	1,324.44	0	0	68,991,528	68,991,528	
	EE	0.00	0	0	948,162,551	948,162,551	
	PD	0.00	0	0	548,697,518	548,697,518	
	<b>Total</b>	<b>1,324.44</b>	<b>0</b>	<b>0</b>	<b>1,565,851,597</b>	<b>1,565,851,597</b>	



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**CORE RECONCILIATION**


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**STATE  
CONSTRUCTION DUE TO FLOODING**


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**5. CORE RECONCILIATION**


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		<b>Budget Class</b>	<b>FTE</b>	<b>GR</b>	<b>Federal</b>	<b>Other</b>	<b>Total</b>	<b>Explanation</b>
<b>TAFP AFTER VETOES</b>								
		PD	0.00	0	0	5,000,000	5,000,000	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>5,000,000</b>	<b>5,000,000</b>	
<b>DEPARTMENT CORE ADJUSTMENTS</b>								
Core Reduction	[#152]	PD	0.00	0	0	(5,000,000)	(5,000,000)	Reduction for flooding Construction E&E
<b>NET DEPARTMENT CHANGES</b>			<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(5,000,000)</b>	<b>(5,000,000)</b>	
<b>DEPARTMENT CORE REQUEST</b>								
		PD	0.00	0	0	0	0	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>								
		PD	0.00	0	0	0	0	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
SR TRAFFIC SYSTEMS OPERATOR	74,378	1.99	74,576	2.00	74,576	2.00	74,576	2.00
RIGHT OF WAY TECHNICIAN	54,166	1.76	31,054	1.00	31,054	1.00	31,054	1.00
INCIDENT MANAGEMENT COORDINATR	117,305	2.10	117,354	2.00	117,354	2.00	117,354	2.00
ADMINISTRATIVE TECHNICIAN	76,087	2.32	71,418	2.00	71,418	2.00	71,418	2.00
SR ADMINISTRATIVE TECHNICIAN	166,539	4.88	295,378	8.00	295,378	8.00	295,378	8.00
SENIOR OFFICE ASSISTANT	160,087	5.86	196,343	6.00	196,343	6.00	196,343	6.00
EXECUTIVE ASSISTANT	340,041	9.71	355,104	10.00	355,104	10.00	355,104	10.00
INTERMEDIATE PLANNING TECHNICI	33,252	1.00	71,976	2.00	71,976	2.00	71,976	2.00
SENIOR PLANNING TECHNICIAN	378,626	9.07	358,358	8.00	358,358	8.00	358,358	8.00
SUPPLY OFFICE ASSISTANT	26,311	1.01	32,011	1.00	32,011	1.00	32,011	1.00
SENIOR RIGHT OF WAY TECHNICIAN	51,816	1.21	49,030	1.00	49,030	1.00	49,030	1.00
SENIOR MAINTENANCE TECHNICIAN	45,412	1.24	39,834	1.00	39,834	1.00	39,834	1.00
MATERIALS TESTING SUPERVISOR	140,105	3.17	153,821	3.00	153,821	3.00	153,821	3.00
MATERIALS TESTING SPECIALIST	106,706	2.62	134,710	3.00	134,710	3.00	134,710	3.00
TRAFFIC SYSTEMS SUPERVISOR	31,798	0.75	44,294	1.00	44,294	1.00	44,294	1.00
GENERAL LABORER	2,651	0.11	0	0.00	0	0.00	0	0.00
DIV ADMIN SUPPORT SUPERVISOR	48,144	1.00	48,878	1.00	48,878	1.00	48,878	1.00
CONST PROJECT OFFICE ASSISTANT	734,349	23.37	851,104	26.00	851,104	26.00	851,104	26.00
LEGAL SECRETARY	9,218	0.32	29,838	1.00	29,838	1.00	29,838	1.00
SR ENGINEERING TECH-TPT	14,627	0.35	96,414	3.00	96,414	3.00	96,414	3.00
INTERMEDIATE MAINTENANCE WRKR	15,544	0.48	0	0.00	0	0.00	0	0.00
MOTORIST ASSISTANCE OPER SUPER	100,670	2.24	96,594	2.00	96,594	2.00	96,594	2.00
SENIOR CORE DRILL ASSISTANT	57,464	1.68	828	0.00	828	0.00	828	0.00
CORE DRILL ASSISTANT	108,999	3.94	87,132	3.00	87,132	3.00	87,132	3.00
CORE DRILL OPERATOR	84,013	2.08	163,099	4.00	163,099	4.00	163,099	4.00
MAINTENANCE WORKER	9,245	0.31	0	0.00	0	0.00	0	0.00
SENIOR MAINTENANCE WORKER	10,996	0.31	828	0.00	828	0.00	828	0.00
CORE DRILL SUPERINTENDENT	52,981	1.00	57,691	1.00	57,691	1.00	57,691	1.00
INTER CORE DRILL ASSISTANT	51,722	1.65	96,388	3.00	96,388	3.00	96,388	3.00
CORE DRILL SUPERVISOR	46,426	1.03	49,619	1.00	49,619	1.00	49,619	1.00
MOTORIST ASSISTANCE OPERATOR	1,299,944	36.04	1,430,778	39.00	1,430,778	39.00	1,430,778	39.00
MOTOR ASSISTANCE SHIFT SUPV	318,197	7.68	230,333	5.00	230,333	5.00	230,333	5.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
SR ENGINEERING TECH-TPT/SSPD	34,929	0.71	0	0.00	0	0.00	0	0.00
SENIOR MATERIALS TECHNICIAN	404,699	10.48	608,367	16.00	608,367	16.00	608,367	16.00
CONSTRUCTION TECHNICIAN	462,354	15.74	598,518	21.00	598,518	21.00	598,518	21.00
SR CONSTRUCTION TECHNICIAN	1,785,075	46.61	2,057,696	60.90	2,057,696	60.90	2,057,696	60.90
DESIGN TECHNICIAN	31,569	1.07	63,057	2.00	63,057	2.00	63,057	2.00
INTERMEDIATE DESIGN TECHNICN	83,433	2.33	70,598	2.00	70,598	2.00	70,598	2.00
ASSISTANT SURVEY TECHNICIAN	72,020	2.56	63,970	2.00	63,970	2.00	63,970	2.00
INTER CONSTRUCTION TECH	891,661	26.63	1,131,202	32.00	1,131,202	32.00	1,131,202	32.00
ASSISTANT DESIGN TECHNICIAN	26,103	1.00	27,528	1.00	27,528	1.00	27,528	1.00
SENIOR DESIGN TECHNICIAN	683,016	17.71	753,614	19.00	753,614	19.00	753,614	19.00
MATERIALS TECHNICIAN	88,738	2.97	124,530	4.00	124,530	4.00	124,530	4.00
INTER MATERIALS TECH	440,861	13.02	362,576	10.00	362,576	10.00	362,576	10.00
SR ENGINEERING TECH-TPT/SS	18,695	0.52	0	0.00	0	0.00	0	0.00
SR TR SIGNAL AND LIGHTING TECH	50,284	1.11	47,570	1.00	47,570	1.00	47,570	1.00
SURVEY TECHNICIAN	198,076	6.48	226,860	7.00	226,860	7.00	226,860	7.00
INTERMEDIATE SURVEY TECHNICIAN	95,292	2.85	34,740	1.00	34,740	1.00	34,740	1.00
SENIOR SURVEY TECHNICIAN	368,406	9.77	452,632	11.00	452,632	11.00	452,632	11.00
LAND SURVEYOR IN TRAINING	199,191	4.93	343,072	8.00	343,072	8.00	343,072	8.00
LAND SURVEY COORDINATOR	58,128	1.00	63,843	1.00	63,843	1.00	63,843	1.00
DISTRICT LAND SURVEY MANAGER	343,439	5.92	299,528	5.00	299,528	5.00	299,528	5.00
SENIOR FIELD ACQUISITION TECHN	181,862	4.86	197,938	5.00	197,938	5.00	197,938	5.00
INTER FLD ACQUISITION TECH	34,775	1.08	0	0.00	0	0.00	0	0.00
LEAD FIELD ACQUISITION TECH	91,806	2.18	89,724	2.00	89,724	2.00	89,724	2.00
FIELD ACQUISITION TECHNICIAN	38,844	1.34	62,470	2.00	62,470	2.00	62,470	2.00
LAND SURVEYOR - TPT	3,089	0.06	0	0.00	0	0.00	0	0.00
LAND SURVEY SUPERVISOR	212,122	4.02	211,886	4.00	211,886	4.00	211,886	4.00
LAND SURVEYOR	729,195	15.40	899,864	18.00	899,864	18.00	899,864	18.00
SENIOR STRUCTURAL SPEC - TPT	23,307	0.44	0	0.00	0	0.00	0	0.00
ADMINISTRATIVE TECHNICIAN-TPT	16,772	0.45	0	0.00	0	0.00	0	0.00
SENIOR CADD SUPPORT SPECIALIST	49,020	1.00	50,704	1.00	50,704	1.00	50,704	1.00
SENIOR CARTOGRAPHER	40,261	1.00	41,614	1.00	41,614	1.00	41,614	1.00
SENIOR TRAFFIC SPECIALIST	0	0.00	46,442	1.00	46,442	1.00	46,442	1.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
FABRICATION TECHNICIAN	38,241	0.81	51,609	1.00	51,609	1.00	51,609	1.00
STRUCTURAL ANALYST	96,871	2.01	98,950	2.00	98,950	2.00	98,950	2.00
SENIOR STRUCTURAL TECHNICIAN	212,663	5.59	235,626	6.00	235,626	6.00	235,626	6.00
CONSTRUCTION CONTRACT ADMINIST	40,993	1.00	44,234	1.00	44,234	1.00	44,234	1.00
SR ACCOUNT TECHNICIAN	0	0.00	350	0.00	350	0.00	350	0.00
DIST FINAL PLANS & REP PROC	308,354	7.10	337,828	7.00	337,828	7.00	337,828	7.00
FINAL PLANS REVIEWER	50,170	1.00	51,256	1.00	51,256	1.00	51,256	1.00
SR ADMINSTRATIVE TECHN-TPT	42,392	1.16	0	0.00	0	0.00	0	0.00
FLD ACQUISITION COORDINATOR	54,973	1.00	56,182	1.00	56,182	1.00	56,182	1.00
STRUCTURAL SPECIALIST	247,096	5.84	262,906	6.00	262,906	6.00	262,906	6.00
SR FABRICATION TECHNICIAN	111,805	2.01	113,782	2.00	113,782	2.00	113,782	2.00
INTER STRUCTURAL TECHNICIAN	24,591	0.74	0	0.00	0	0.00	0	0.00
STRUCTURAL TECHNICIAN	111,046	3.52	130,222	4.00	130,222	4.00	130,222	4.00
BRIDGE INVENTORY ANALYST	97,445	2.56	85,253	2.00	77,881	2.00	77,881	2.00
MARKET ANALYSIS COORDINATOR	56,759	0.99	61,115	1.00	61,115	1.00	61,115	1.00
INT INFO SYSTEMS TECHNOLOGIST	129,807	3.01	89,638	2.00	89,638	2.00	89,638	2.00
CIVIL RIGHTS SPECIALIST	77,761	2.00	120,292	3.00	120,292	3.00	120,292	3.00
INT CIVIL RIGHTS SPECIALIST	92,023	2.13	90,670	2.00	90,670	2.00	90,670	2.00
SR CIVIL RIGHTS SPECIALIST	146,368	2.88	105,604	2.00	105,604	2.00	105,604	2.00
SR ENVIRNMENTAL SPECIALIST	157,890	3.05	160,420	3.00	160,420	3.00	160,420	3.00
HISTORIC PRESERVATION SPECIALI	81,591	2.10	81,432	2.00	81,432	2.00	81,432	2.00
INTERMEDIATE CHEMIST	47,003	1.08	44,994	1.00	44,994	1.00	44,994	1.00
INTRM HISTORIC PRESERVATION SP	87,070	2.08	90,846	2.00	90,846	2.00	90,846	2.00
SENIOR GIS SPECIALIST	195,476	4.04	151,192	3.00	151,192	3.00	151,192	3.00
SR HISTORIC PRESERVATION SPECI	275,331	5.31	282,772	5.00	282,772	5.00	282,772	5.00
SENIOR PARALEGAL	148,366	3.00	153,536	3.00	153,536	3.00	153,536	3.00
TRANSPORTATION PLANNING SPECIA	432,642	7.26	438,932	7.00	438,932	7.00	438,932	7.00
PARALEGAL	11,305	0.29	39,818	1.00	39,818	1.00	39,818	1.00
INTERMEDIATE PARALEGAL	120,797	2.79	89,288	2.00	89,288	2.00	89,288	2.00
WETLAND COORDINATOR	51,015	0.83	63,358	1.00	63,358	1.00	63,358	1.00
SENIOR CHEMIST	187,099	3.67	209,250	4.00	209,250	4.00	209,250	4.00
CONSTR MANGMNT SYSTEMS ADMINIS	63,805	1.00	65,770	1.00	65,770	1.00	65,770	1.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
TRANSP MGT SYS ADMINISTRATOR	263,596	3.93	276,604	4.00	276,604	4.00	276,604	4.00
SR ADMIN PROFESSIONAL-TPT	47,583	0.84	0	0.00	0	0.00	0	0.00
DESIGN MGT SYSTEMS ADMINISTRAT	66,253	1.00	68,260	1.00	68,260	1.00	68,260	1.00
EXTERNAL CIVIL RIGHTS MANAGER	57,061	1.00	59,202	1.00	59,202	1.00	59,202	1.00
SR HISTORIC PRESERV SPEC-NSS	54,972	1.00	56,714	1.00	56,714	1.00	56,714	1.00
ENVIRONMENTAL SPECIALIST-SS	40,390	1.06	912	0.00	912	0.00	912	0.00
INT ENVIRONMENTAL SPEC-SS	138,898	3.25	180,878	4.00	180,878	4.00	180,878	4.00
SR ENVIRNMENTAL SPEC-SS	236,709	4.53	273,074	5.00	273,074	5.00	273,074	5.00
STORMWATER COMPLIANCE COORDINA	60,587	1.00	63,467	1.00	63,467	1.00	63,467	1.00
INT HISTORIC PRESERV SPEC-NSS	47,039	1.09	44,994	1.00	44,994	1.00	44,994	1.00
HISTORIC PRESERVATION SPEC-NSS	24,430	0.63	40,518	1.00	40,518	1.00	40,518	1.00
ASST TO STATE DESIGN ENGR - RW	77,032	1.00	79,372	1.00	79,372	1.00	79,372	1.00
ASST TRANSP PLANNING DIRECTOR	79,983	1.00	82,464	1.00	82,464	1.00	82,464	1.00
POLICY/INNOVATION PROGRAM MGR.	65,005	1.00	67,350	1.00	67,350	1.00	67,350	1.00
GIS SPECIALIST	87,201	2.21	122,300	3.00	122,300	3.00	122,300	3.00
INT GIS SPECIALIST	75,716	1.75	88,606	2.00	88,606	2.00	88,606	2.00
ENVIRONMENTAL CHEMIST	242,729	4.00	250,192	4.00	250,192	4.00	250,192	4.00
INTER R/W SPECIALIST	249,174	5.57	183,252	4.00	183,252	4.00	183,252	4.00
COMMUNICATIONS COORDINATOR	2,530	0.04	0	0.00	0	0.00	0	0.00
TRANSPORTATION DATA ANALYST	41,839	0.92	51,444	1.00	51,444	1.00	51,444	1.00
SENIOR ROW SPECIALIST-TPT	56,975	1.08	0	0.00	0	0.00	0	0.00
ENVIRONMENTAL COMPLNC MANAGER	58,129	1.00	59,594	1.00	59,594	1.00	59,594	1.00
INFO SYSTEMS TECHNOLOGIST	0	0.00	39,256	1.00	39,256	1.00	39,256	1.00
SR R/W SPECIALIST	806,465	15.64	872,308	16.00	872,308	16.00	872,308	16.00
RIGHT OF WAY SPECIALIST	323,696	8.17	412,873	10.00	412,873	10.00	412,873	10.00
CHEMICAL LABORATORY DIRECTOR	68,761	1.00	70,846	1.00	70,846	1.00	70,846	1.00
ASST RIGHT OF WAY MNGR-CERTIFI	68,865	1.08	64,720	1.00	64,720	1.00	64,720	1.00
RIGHT OF WAY MANAGER	478,554	7.01	512,111	7.00	512,111	7.00	512,111	7.00
RIGHT OF WAY LIAISON	135,098	2.00	139,106	2.00	139,106	2.00	139,106	2.00
CERTIFIED APPRAISER	604,693	10.74	585,604	10.00	585,604	10.00	585,604	10.00
DESIGN LIAISON ENGINEER	296,040	3.83	304,971	4.00	304,971	4.00	304,971	4.00
SENIOR STRUCTURAL ENG-TPT	31,234	0.46	0	0.00	0	0.00	0	0.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
ESTIMATE AND REVIEW ENGINEER	67,723	1.00	69,544	1.00	69,544	1.00	69,544	1.00
RESEARCH ENGINEER	52,384	0.83	65,770	1.00	65,770	1.00	65,770	1.00
RESEARCH ANALYST	8,778	0.21	53,539	1.00	53,539	1.00	53,539	1.00
TRAFFIC CENTER MANAGER	149,208	2.03	151,703	2.00	151,703	2.00	151,703	2.00
DESIGN SUPPORT ENGINEER	70,057	1.00	71,494	1.00	71,494	1.00	71,494	1.00
INTERMED GEOTECHNICAL SPECIA	14,802	0.29	53,046	1.00	53,046	1.00	53,046	1.00
CONST & MATERIALS LIAISON ENGR	259,543	3.00	265,765	3.00	265,765	3.00	265,765	3.00
NON-MOTORIZED TRANSP ENGINEER	71,673	0.91	80,114	1.00	80,114	1.00	80,114	1.00
STRCTURAL PRELIM & REVIEW ENGR	76,050	0.98	79,386	1.00	79,386	1.00	79,386	1.00
SENIOR PROJECT REVIEWER	141,777	2.18	132,084	2.00	132,084	2.00	132,084	2.00
INTERMEDIATE PROJECT REVIEWER	1,894	0.04	0	0.00	0	0.00	0	0.00
PROJECT REVIEWER	43,148	1.05	42,690	1.00	42,690	1.00	42,690	1.00
SENIOR ESTIMATOR	124,741	2.17	120,364	2.00	120,364	2.00	120,364	2.00
BRIDGE INSPECTOR	0	0.00	62,178	1.00	62,178	1.00	62,178	1.00
STANDARDS SPECIALIST	179,039	3.00	184,286	3.00	184,286	3.00	184,286	3.00
POLICY & INNOVATIONS ENGINEER	70,082	1.00	79,206	1.00	79,206	1.00	79,206	1.00
ASST STATE DESIGN ENGR - LPA	79,983	1.00	88,857	1.00	88,857	1.00	88,857	1.00
SR STRUCTURAL ENGINEER	320,478	4.88	337,034	5.00	337,034	5.00	337,034	5.00
AST DISTRICT CONSTR & MATER EN	453,973	7.01	462,936	7.00	462,936	7.00	462,936	7.00
DISTRICT CONST & MATERIALS ENG	522,355	6.90	639,104	8.00	639,104	8.00	639,104	8.00
ASSISTANT TO THE RESIDENT ENGI	855,578	12.93	1,015,542	15.00	1,015,542	15.00	1,015,542	15.00
COMPUTER AIDED DRFT SUPPRT ENG	70,057	1.00	71,494	1.00	71,494	1.00	71,494	1.00
SR ENGNRING PROFESS-TPT/SSPD	310,835	5.35	0	0.00	0	0.00	0	0.00
SR ENGINEERING PROFESSNL-TPT	345,916	5.35	0	0.00	0	0.00	0	0.00
INT ENGINEERING PROFESSNL-TPT	24,805	0.48	0	0.00	0	0.00	0	0.00
ENGINEERING PROFESSIONAL-TPT	17,222	0.28	0	0.00	0	0.00	0	0.00
ENGINEERING PROFESSNL-TPT/SSPD	1,376	0.02	0	0.00	0	0.00	0	0.00
INT ENGINEERING PROF-TPT/SSPD	690	0.01	0	0.00	0	0.00	0	0.00
RESEARCH ADMIN ENGINEER	20,934	0.29	0	0.00	0	0.00	0	0.00
BRIDGE RATING & INVENT ENGR	72,826	1.00	75,010	1.00	75,010	1.00	75,010	1.00
STRUCTURAL HYDRAULICS ENGINEER	75,675	1.00	77,894	1.00	77,894	1.00	77,894	1.00
TRANSPORTATION PROJECT MGR	2,295,158	31.84	2,596,912	35.00	2,596,912	35.00	2,596,912	35.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
PAVEMENT ENGINEER	125,257	2.00	128,928	2.00	128,928	2.00	128,928	2.00
DISTRICT DESIGN ENGINEER	554,189	6.97	583,828	7.00	583,828	7.00	583,828	7.00
GEOLOGIST	312,093	4.92	356,644	5.00	356,644	5.00	356,644	5.00
TRANSP PLANNING COORDINATOR	173,442	3.00	179,464	3.00	179,464	3.00	179,464	3.00
DISTRICT PLANNING MANAGER	445,687	6.00	459,913	6.00	459,913	6.00	459,913	6.00
STRUCTURAL RESOURCE MANAGER	71,066	0.88	83,240	1.00	83,240	1.00	83,240	1.00
INT TR STUDIES SPECIALIST	52,219	1.00	107,610	2.00	107,610	2.00	107,610	2.00
STRUCTURAL PROJECT MANAGER	292,786	3.96	303,594	4.00	303,594	4.00	303,594	4.00
CADD SERVICES ENGINEER	84,733	1.00	88,127	1.00	88,127	1.00	88,127	1.00
SENIOR MATERIALS SPECIALIST	54,248	1.03	55,684	1.00	55,684	1.00	55,684	1.00
INTER CONST INSPECTOR	2,991,364	61.04	1,988,730	39.00	1,988,730	39.00	1,988,730	39.00
INTER HIGHWAY DESIGNER	1,429,378	28.58	1,095,521	21.10	1,095,521	21.10	1,095,521	21.10
INTER STRUCTURAL DESIGNER	235,829	4.61	105,392	2.00	105,392	2.00	105,392	2.00
CADD SUPPORT ANALYST	119,569	2.00	124,383	2.00	124,383	2.00	124,383	2.00
OFF-SYSTEM PLANS REVIEWER	118,225	2.23	109,317	2.00	109,317	2.00	109,317	2.00
INTER MATERIALS SPEC	54,471	1.06	111,690	2.00	111,690	2.00	111,690	2.00
DISTRICT CONSTRUCTION LIAISON	58,274	1.01	59,944	1.00	59,944	1.00	59,944	1.00
TRAFFIC OPERATIONS ENGINEER	53,915	0.79	71,144	1.00	71,144	1.00	71,144	1.00
COMPUTER LIAISON, DESIGN	52,981	1.00	55,008	1.00	55,008	1.00	55,008	1.00
ASST STATE CO AND MA ENGINEER	89,699	1.00	91,571	1.00	91,571	1.00	91,571	1.00
ASSISTANT STATE DESIGN ENGIN	88,002	1.00	92,421	1.00	92,421	1.00	92,421	1.00
CONSTRUCTION INSPECTOR	1,866,400	41.69	2,915,919	60.00	2,915,919	60.00	2,915,919	60.00
STRUCTURAL LIAISON ENGINEER	316,148	4.00	324,676	4.00	324,676	4.00	324,676	4.00
TRANSP PROJECT DESIGNER	2,137,383	32.57	2,156,188	31.00	2,156,188	31.00	2,156,188	31.00
SENIOR TRAFFIC STUDIES SPECIAL	105,079	1.91	123,774	2.00	123,774	2.00	123,774	2.00
DISTRICT UTILITIES ENGINEER	324,953	4.92	339,846	5.00	339,846	5.00	339,846	5.00
BID & CONTRACT SERVICE ENGR	78,712	1.00	73,776	1.00	73,776	1.00	73,776	1.00
ESTIMATOR	38,896	0.75	54,018	1.00	54,018	1.00	54,018	1.00
FIELD MATERIALS ENGR	231,488	3.75	192,124	3.00	192,124	3.00	192,124	3.00
INTER MATERIALS INSPECTOR	434,962	9.30	384,994	8.00	384,994	8.00	384,994	8.00
SENIOR MATERIALS INSPECTOR	1,515,700	28.08	1,499,788	27.00	1,499,788	27.00	1,499,788	27.00
SR GEOTECHNICAL SPECIALIST	95,696	1.79	129,328	2.00	129,328	2.00	129,328	2.00



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
HIGHWAY DESIGNER	1,195,975	25.58	1,579,742	31.00	1,579,742	31.00	1,579,742	31.00
MATERIALS SPECIALIST	47,479	1.04	50,081	1.00	50,081	1.00	50,081	1.00
MATERIALS INSPECTOR	558,126	12.58	651,753	15.00	651,753	15.00	651,753	15.00
PHYSICAL LABORATORY DIRECTOR	72,762	1.00	77,867	1.00	77,867	1.00	77,867	1.00
INTER TRANSPORTATION PLANNER	214,024	4.67	197,764	4.00	197,764	4.00	197,764	4.00
TRANSPORT SYSTEM ANALYSIS ENGR	75,611	1.00	77,895	1.00	77,895	1.00	77,895	1.00
RESIDENT ENGINEER	2,210,120	31.62	2,240,697	31.00	2,240,697	31.00	2,240,697	31.00
SR CONSTRUCTION INSPECTOR	7,576,150	138.77	9,886,076	181.44	9,886,076	181.44	9,886,076	181.44
SENIOR HIGHWAY DESIGNER	3,718,746	66.16	5,656,097	99.00	5,656,097	99.00	5,156,097	99.00
SR TRANSPORTATION PLANNER	672,897	13.11	691,758	13.00	663,660	13.00	663,660	13.00
BRIDGE LOC & LAYOUT DESIGNER	252,684	3.88	201,446	3.00	201,446	3.00	201,446	3.00
SR STRUCTURAL DESIGNER	650,887	10.49	686,686	11.00	686,686	11.00	686,686	11.00
GEOTECHNICAL ENGINEER	137,741	2.00	205,236	3.00	205,236	3.00	205,236	3.00
GEOTECHNICAL DIRECTOR	72,762	1.00	83,848	1.00	83,848	1.00	83,848	1.00
STRUCT DEV & SUPPORT ENGR	81,537	1.08	82,450	1.00	82,450	1.00	82,450	1.00
STRUCTURAL DESIGNER	161,573	3.35	390,146	8.00	390,146	8.00	390,146	8.00
TRAFFIC STUDIES SPECIALIST	121,144	2.59	0	0.00	0	0.00	0	0.00
ASST STATE BRIDGE ENGINEER	105,413	1.18	91,570	1.00	91,570	1.00	91,570	1.00
TRANSPORTATION PLANNER	168,380	3.97	259,060	6.00	259,060	6.00	259,060	6.00
BRIDGE INSPECTION ENGINEER	0	0.00	6,355	0.00	6,355	0.00	6,355	0.00
FABRICATION OPERATIONS ENGR	83,108	1.00	84,840	1.00	84,840	1.00	84,840	1.00
BRIDGE MANAGEMENT ENGINEER	83,108	1.00	84,840	1.00	84,840	1.00	84,840	1.00
DISTRICT DESIGN LIAISON	54,973	1.00	56,360	1.00	56,360	1.00	56,360	1.00
PLANNING AND PROGRAMMING COORD	141,370	1.92	151,476	2.00	151,476	2.00	151,476	2.00
RESEARCH ADMINISTRATOR	59,795	0.76	82,450	1.00	82,450	1.00	82,450	1.00
ORGANIZATIONAL PERFORMANCE SPE	57,060	1.00	58,852	1.00	58,852	1.00	58,852	1.00
ENVIRONMENTAL & HIST PRESV MGR	70,057	1.00	79,206	1.00	79,206	1.00	79,206	1.00
HISTORIC PRESERVATION MANAGER	67,501	1.00	70,801	1.00	70,801	1.00	70,801	1.00
SURVEY INTERN	9,460	0.34	0	0.00	0	0.00	0	0.00
GEOLOGY INTERN	7,670	0.29	0	0.00	0	0.00	0	0.00
ASSISTANT REGIONAL COUNSEL	73,212	1.00	75,446	1.00	75,446	1.00	75,446	1.00
INNOV PARTNERS & ATL FUND DIR	98,790	0.97	102,628	1.00	0	0.00	0	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
SR OFFICE ASSISTANT-TPT	36,133	1.00	0	0.00	0	0.00	0	0.00
STATE BRIDGE ENGINEER	106,504	1.00	107,668	1.00	107,668	1.00	107,668	1.00
STATE DESIGN ENGINEER	74,187	0.69	107,668	1.00	107,668	1.00	107,668	1.00
STATE CO & MA ENGINEER	110,690	1.00	111,898	1.00	111,898	1.00	111,898	1.00
ASSISTANT CHIEF ENGINEER	0	0.00	0	0.00	131,616	1.00	131,616	1.00
RIGHT OF WAY INTERN	4,687	0.21	0	0.00	0	0.00	0	0.00
TRANSPORTATION PLANNING DIR	106,504	1.00	107,668	1.00	107,668	1.00	107,668	1.00
SAFETY INTERN	218	0.01	0	0.00	0	0.00	0	0.00
MATERIALS INTERN	48,397	1.74	0	0.00	0	0.00	0	0.00
TRAFFIC INTERN	9,893	0.35	0	0.00	0	0.00	0	0.00
HUMAN RESOURCES INTERN	843	0.04	0	0.00	0	0.00	0	0.00
PLANNING INTERN	20,119	0.86	0	0.00	0	0.00	0	0.00
PROJECT DIRECTOR	63,998	0.83	0	0.00	0	0.00	0	0.00
SENIOR ASSISTANT COUNSEL	44,566	0.56	82,889	1.00	82,889	1.00	82,889	1.00
HISTORIC PRESERVATION INTERN	9,406	0.40	0	0.00	0	0.00	0	0.00
SUMMER MAINTENANCE LABORER	2,053	0.10	0	0.00	0	0.00	0	0.00
EXTERNAL CIVIL RIGHTS DIRECTOR	97,865	1.00	96,106	1.00	102,588	1.00	102,588	1.00
CONSTRUCTION INTERN	277,981	9.95	0	0.00	0	0.00	0	0.00
DESIGN INTERN	105,286	3.86	0	0.00	0	0.00	0	0.00
BRIDGE INTERN	9,065	0.31	0	0.00	0	0.00	0	0.00
REGIONAL COUNSEL	412,177	4.00	422,618	4.00	422,618	4.00	422,618	4.00
ASSISTANT COUNSEL	99,371	1.72	115,606	2.00	115,606	2.00	115,606	2.00
<b>TOTAL - PS</b>	<b>63,152,488</b>	<b>1,239.05</b>	<b>69,491,528</b>	<b>1,324.44</b>	<b>69,491,528</b>	<b>1,324.44</b>	<b>68,991,528</b>	<b>1,324.44</b>
TRAVEL, IN-STATE	738,363	0.00	732,130	0.00	740,668	0.00	740,668	0.00
TRAVEL, OUT-OF-STATE	81,743	0.00	99,685	0.00	99,685	0.00	99,685	0.00
FUEL & UTILITIES	902,226	0.00	930,422	0.00	930,422	0.00	930,422	0.00
SUPPLIES	2,084,913	0.00	2,149,856	0.00	2,149,856	0.00	2,149,856	0.00
PROFESSIONAL DEVELOPMENT	562,529	0.00	2,627,405	0.00	2,627,405	0.00	2,627,405	0.00
COMMUNICATION SERV & SUPP	704,329	0.00	2,939,529	0.00	2,439,529	0.00	2,439,529	0.00
PROFESSIONAL SERVICES	56,556,937	0.00	30,503,143	0.00	35,003,143	0.00	35,003,143	0.00
HOUSEKEEPING & JANITORIAL SERV	124,621	0.00	98,748	0.00	98,748	0.00	98,748	0.00
M&R SERVICES	786,235	0.00	707,645	0.00	707,645	0.00	707,645	0.00



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>CORE</b>								
COMPUTER EQUIPMENT	413,123	0.00	518,868	0.00	518,868	0.00	518,868	0.00
OFFICE EQUIPMENT	56,033	0.00	68,174	0.00	68,174	0.00	68,174	0.00
OTHER EQUIPMENT	1,065,985	0.00	1,421,998	0.00	1,421,998	0.00	1,421,998	0.00
PROPERTY & IMPROVEMENTS	758,933,820	0.00	905,080,326	0.00	900,580,326	0.00	900,580,326	0.00
BUILDING LEASE PAYMENTS	52,104	0.00	86,094	0.00	86,094	0.00	86,094	0.00
EQUIPMENT RENTALS & LEASES	5,680	0.00	39,422	0.00	39,422	0.00	39,422	0.00
MISCELLANEOUS EXPENSES	797,016	0.00	650,568	0.00	650,568	0.00	650,568	0.00
<b>TOTAL - EE</b>	<b>823,865,657</b>	<b>0.00</b>	<b>948,654,013</b>	<b>0.00</b>	<b>948,162,551</b>	<b>0.00</b>	<b>948,162,551</b>	<b>0.00</b>
PROGRAM DISTRIBUTIONS	105,791,728	0.00	216,669,636	0.00	216,669,636	0.00	216,669,636	0.00
DEBT SERVICE	289,419,072	0.00	328,928,215	0.00	328,928,215	0.00	328,928,215	0.00
REFUNDS	1,179,600	0.00	2,599,667	0.00	3,099,667	0.00	3,099,667	0.00
<b>TOTAL - PD</b>	<b>396,390,400</b>	<b>0.00</b>	<b>548,197,518</b>	<b>0.00</b>	<b>548,697,518</b>	<b>0.00</b>	<b>548,697,518</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$1,283,408,545</b>	<b>1,239.05</b>	<b>\$1,566,343,059</b>	<b>1,324.44</b>	<b>\$1,566,351,597</b>	<b>1,324.44</b>	<b>\$1,565,851,597</b>	<b>1,324.44</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$1,283,408,545	1,239.05	\$1,566,343,059	1,324.44	\$1,566,351,597	1,324.44	\$1,565,851,597	1,324.44



## PROGRAM DESCRIPTION

Department of Transportation

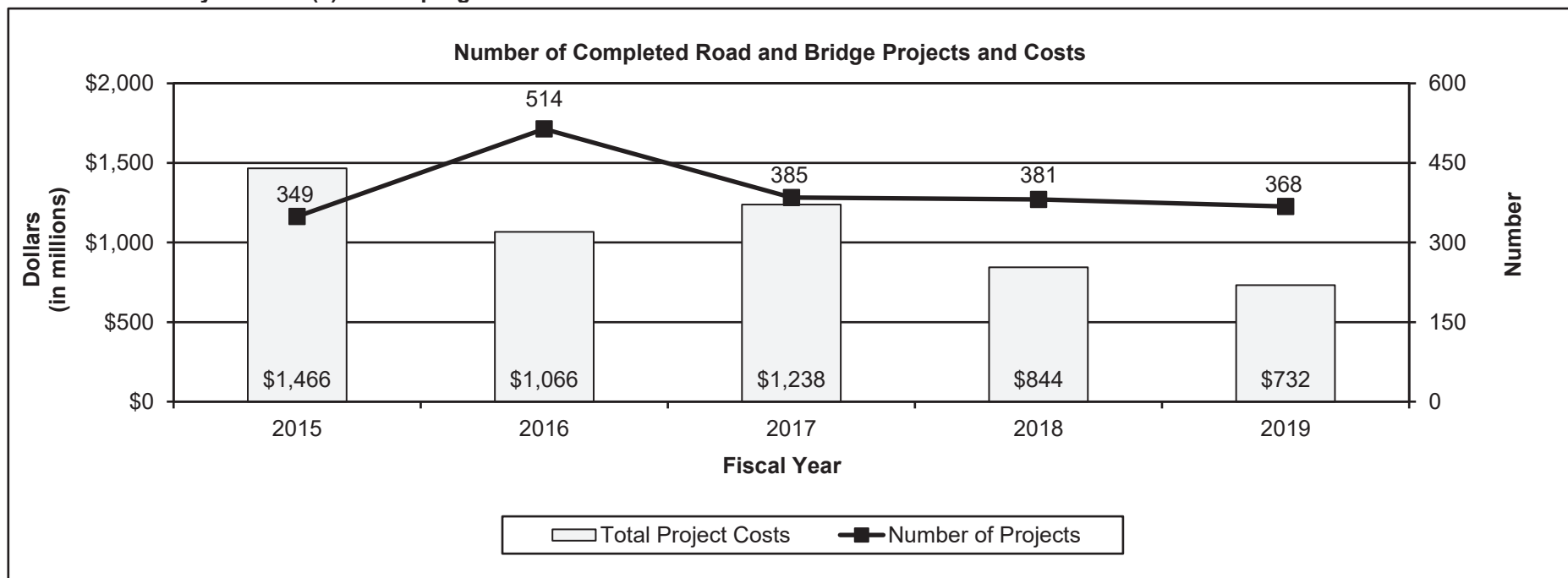
HB Section: 4.410, 4.413Program Name: ConstructionProgram is found in the following core budget(s): Construction**1a. What strategic priority does this program address?**

Service - deliver transportation solutions of great value and use resources wisely

Stability - preserve and operate a reliable transportation system with an engaged workforce

**1b. What does this program do?**

This program includes personal services, expense and equipment and program disbursements for planning, design, right of way acquisitions, contractor payments, federal pass-through funds to local entities and debt service on outstanding bonds associated with road and bridge construction. The proposed costs represent payments associated with awarded projects in the Commission approved Statewide Transportation Improvement Program (STIP). The payments are for projects awarded in previous fiscal years, as well as the current fiscal year, because payments are made as contractors complete the work in the months after projects are awarded.

**2a. Provide an activity measure(s) for the program.**



## PROGRAM DESCRIPTION

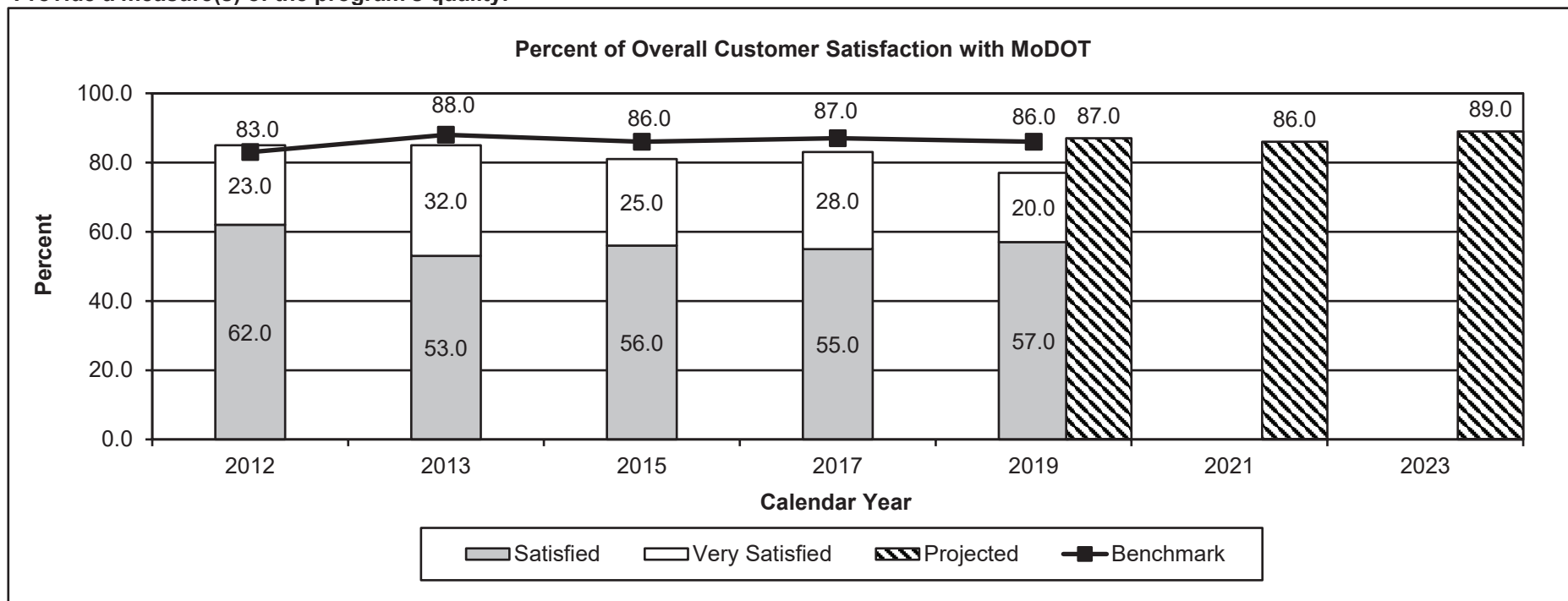
Department of Transportation

HB Section: 4.410, 4.413

Program Name: Construction

Program is found in the following core budget(s): Construction

2b. Provide a measure(s) of the program's quality.



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with the job the Missouri Department of Transportation is doing?" was the question surveyed. The benchmark data is from the American Customer Satisfaction Index, a national cross-industry measure of customer satisfaction in the United States. The 2021 projection is equal to the 2019 benchmark score of 86 percent. The 2023 projection was established by projecting a three percent improvement from the benchmark. No survey was conducted in calendar years 2014, 2016 and 2018.



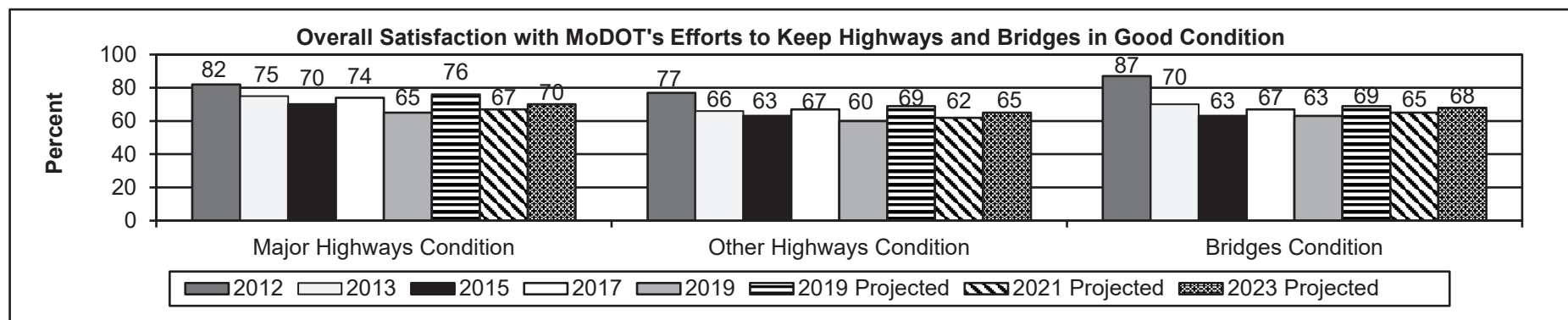
## PROGRAM DESCRIPTION

Department of Transportation

HB Section: 4.410, 4.413

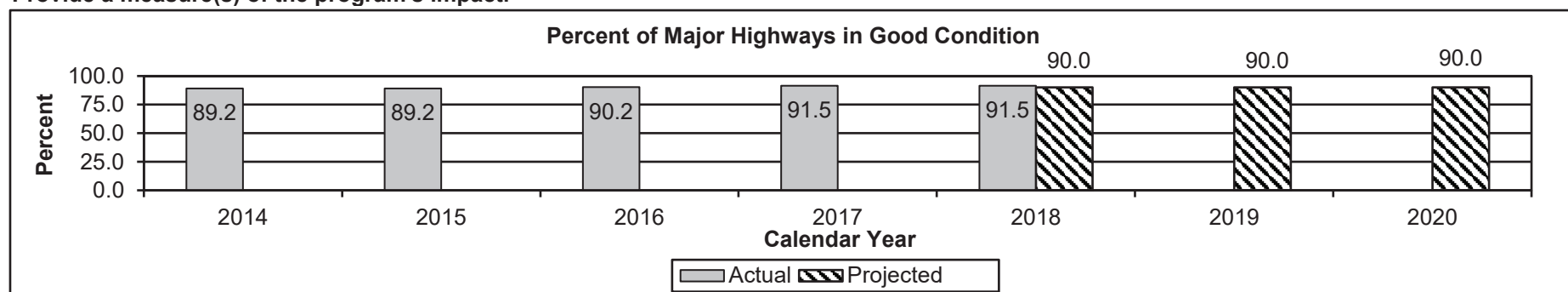
Program Name: Construction

Program is found in the following core budget(s): Construction



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The questions surveyed were "How satisfied are you with: MoDOT's efforts to keep the surface of major highways in good condition (smooth and free of potholes); keep the surface of other state highways in good condition (smooth and free of potholes); and keep bridges in good condition?". Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.

## 2c. Provide a measure(s) of the program's impact.



The projections for this measure are based on the statewide asset management plan and reflects the department's goal of maintaining current conditions. These are set by the department and will not change unless policy changes, regardless of performance. Currently, good comparison data is not available because states measure the condition of major and minor highways using a variety of methods. Data for calendar year 2019 was not available at the time of publication.



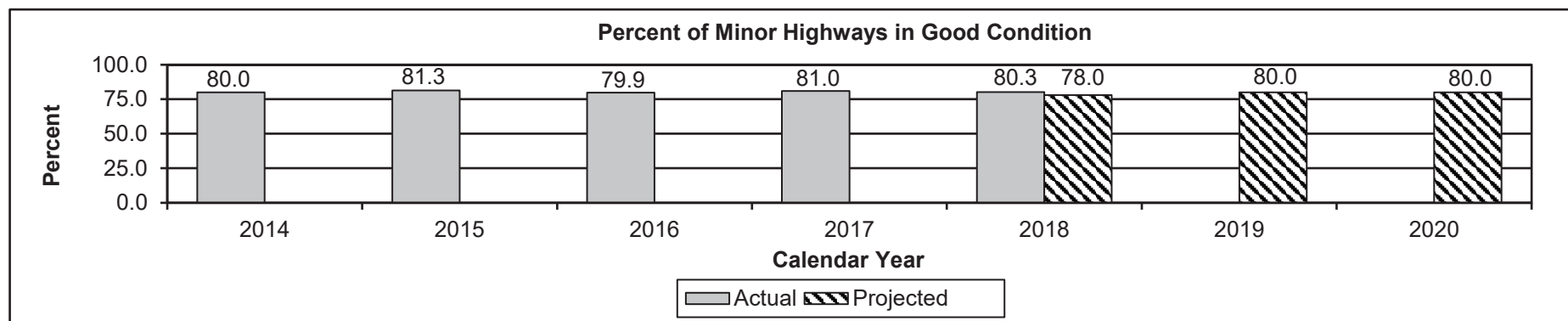
## PROGRAM DESCRIPTION

Department of Transportation

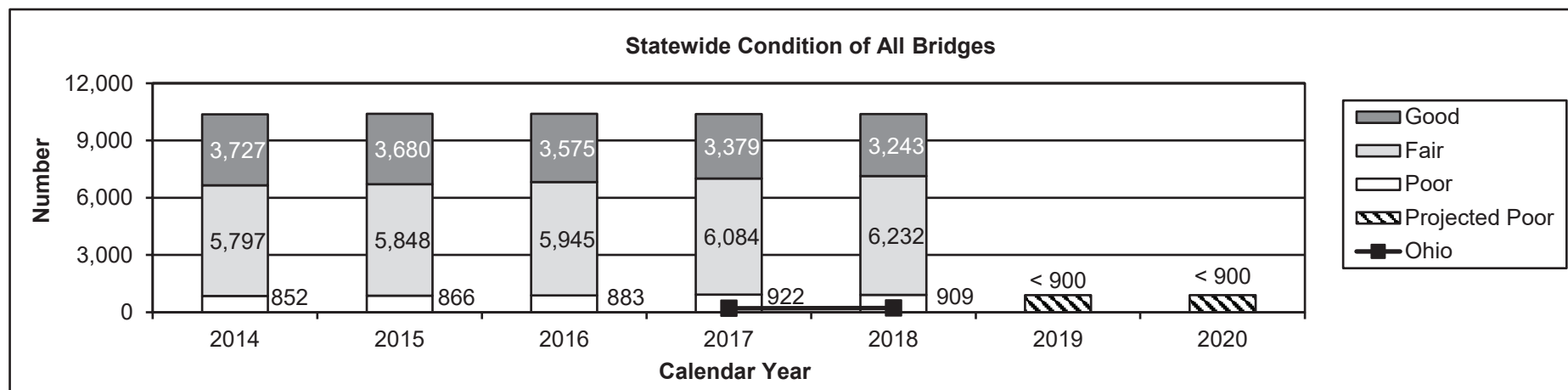
HB Section: 4.410, 4.413

Program Name: Construction

Program is found in the following core budget(s): Construction



The projections for this measure are based on the statewide asset management plan and reflects the department's goal of maintaining current conditions. These are set by the department and will not change unless policy changes, regardless of performance. Currently, good comparison data is not available because states measure the condition of major and minor highways using a variety of methods. Data for calendar year 2019 was not available at the time of publication.



MoDOT's goal is to reduce the number of bridges in poor condition. The projections reflect the department's goal of maintaining current conditions. Ohio has been selected for comparison due to its similar demographics, geography and weather conditions. Ohio's total number of state highway bridges is only 43 more than Missouri. In 2017 and 2018, Ohio had 208 and 223 bridges in poor condition, respectively. Data for calendar year 2019 was not available at the time of publication.



## PROGRAM DESCRIPTION

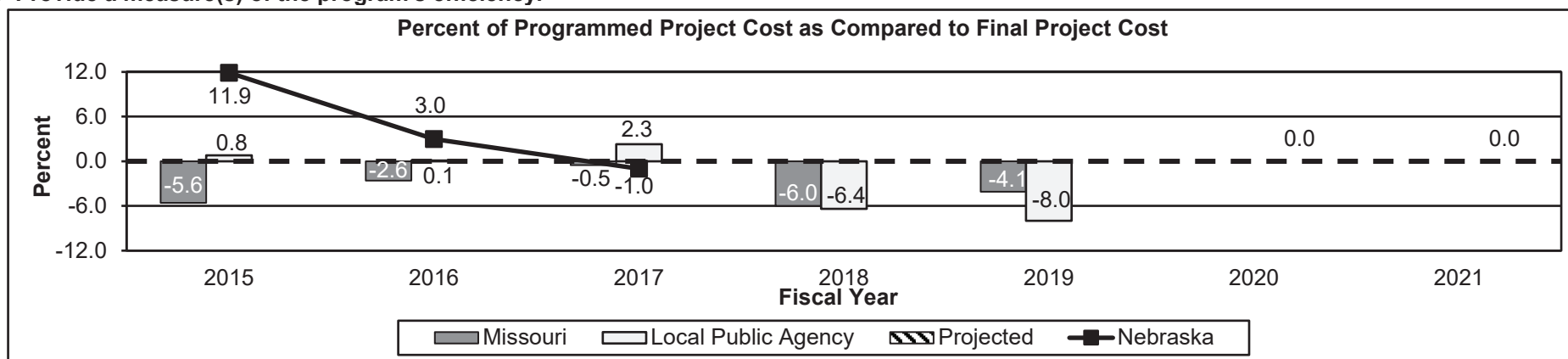
Department of Transportation

HB Section: 4.410, 4.413

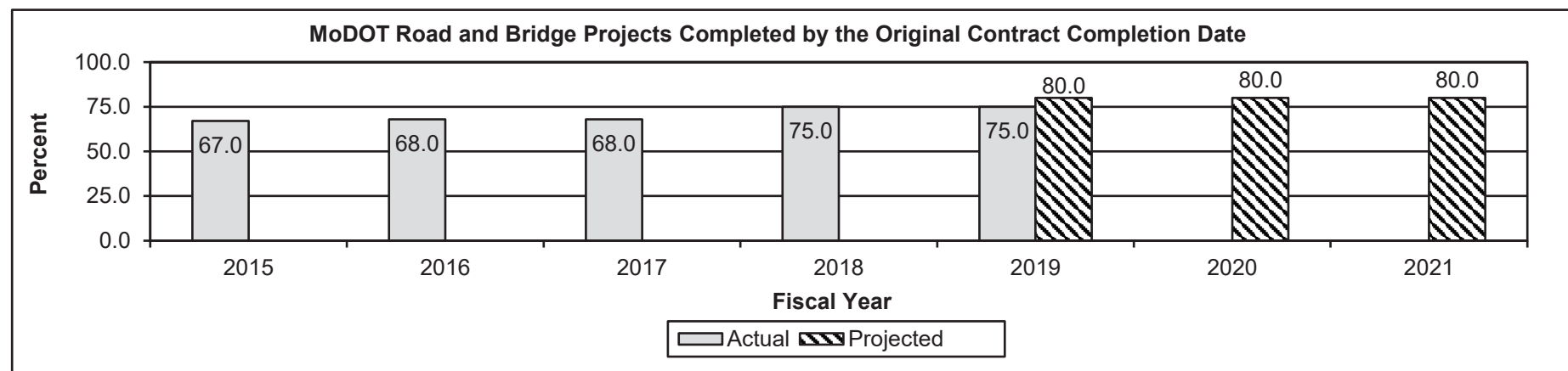
Program Name: Construction

Program is found in the following core budget(s): Construction

2d. Provide a measure(s) of the program's efficiency.



Construction projects are programmed, or budgeted, in the department's Statewide Transportation Improvement Program (STIP). Once a project is awarded and work begins, final project costs can change from the original programmed cost in the STIP. Construction project cost changes are usually caused by final quantity adjustments, weather, subgrade issues or other additional construction phase service costs. Nebraska has been selected for comparison because it is the only state with comparable data available. The target is zero percent difference, indicating MoDOT is making timely use of available funds.



MoDOT works to meet the initial contract completion date by preparing accurate plans and quantities and setting aggressive but reasonable completion dates. Occasionally, an authorized extension of the completion date is required for things like weather or additional work. This measure tracks the percentage of road and bridge projects completed by the commitment date originally established in the contract. MoDOT's target is 80 percent.



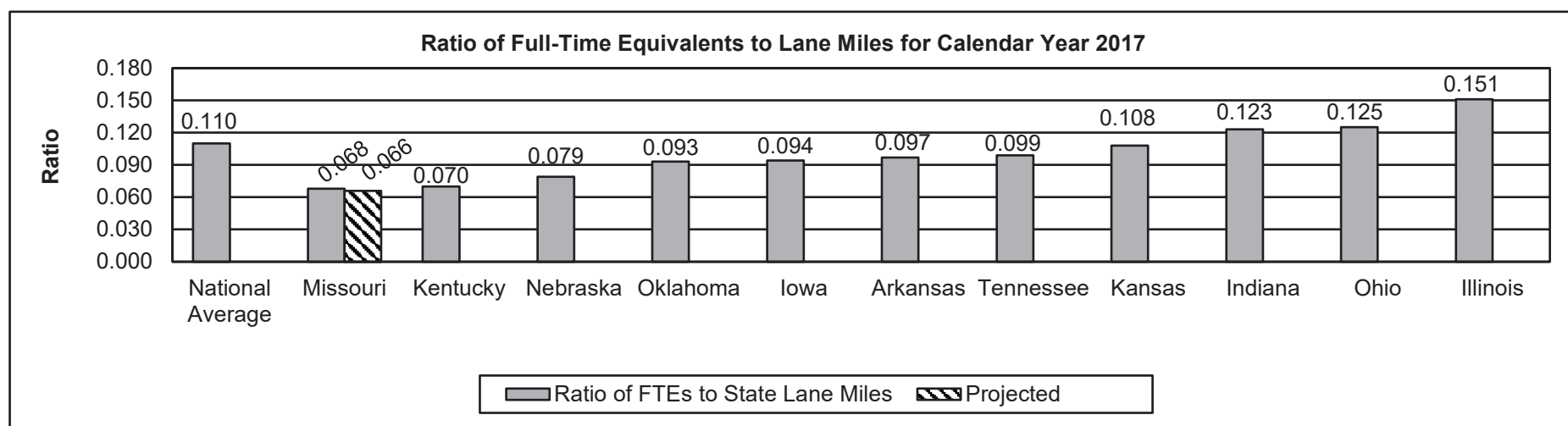
## PROGRAM DESCRIPTION

Department of Transportation

HB Section: 4.410, 4.413

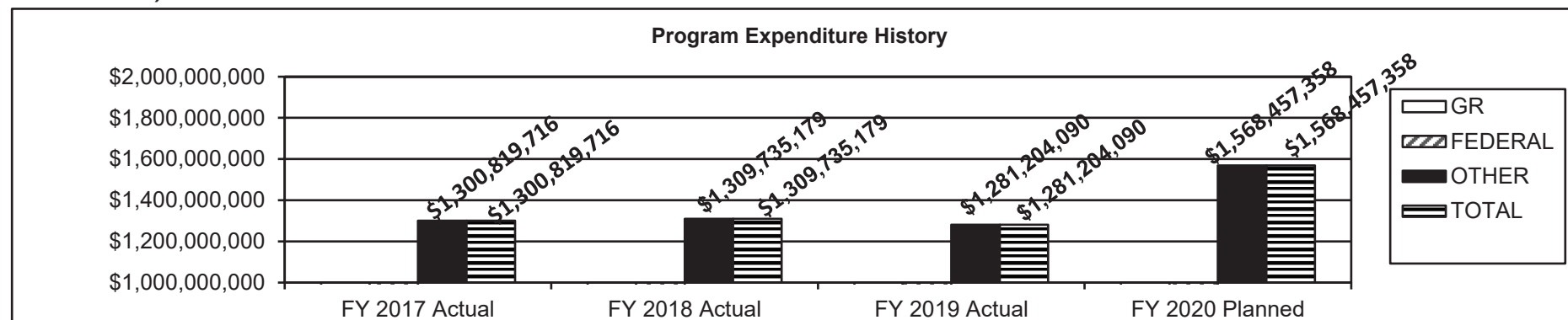
Program Name: Construction

Program is found in the following core budget(s): Construction



Full-time equivalent (FTE) is the total number of hours worked or on paid leave divided by 2,080. The ratio in this measure was calculated by dividing the FTEs in the Census Bureau - 2017 Annual Survey of Public Employees and Payroll, by the estimated number of lane miles in the 2017 FHWA report of State Highway Agency-Owned Public Roads (HM-81). A low ratio means MoDOT is efficiently maintaining roadways with limited resources. The projection is based on the department's goal for FTEs. Data for 2018 was not available at the time of publication.

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)





## PROGRAM DESCRIPTION

Department of Transportation	HB Section: <u>4.410, 4.413</u>
Program Name: Construction	
Program is found in the following core budget(s): Construction	
<p>4. What are the sources of the "Other" funds? State Road Fund (0320) and State Road Bond Fund (0319)</p> <p>5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.) Title 23 USC 133, Article IV, Section 30(b) MO Constitution and 226.220, RSMo.</p> <p>6. Are there federal matching requirements? If yes, please explain. The Construction program requires a 10 to 20 percent non-federal match unless specifically identified as 100 percent federal funding.</p> <p>7. Is this a federally mandated program? If yes, please explain. Federal funds apportioned through the Highway Act must be spent on specific transportation activities. For example, the National Highway Performance Program funds must be spent on improvements on the National Highway System.</p>	



## PROGRAM DESCRIPTION

Department of Transportation

HB Section: 4.410

Program Name: Motorist Assistance

Program is found in the following core budget(s): Construction

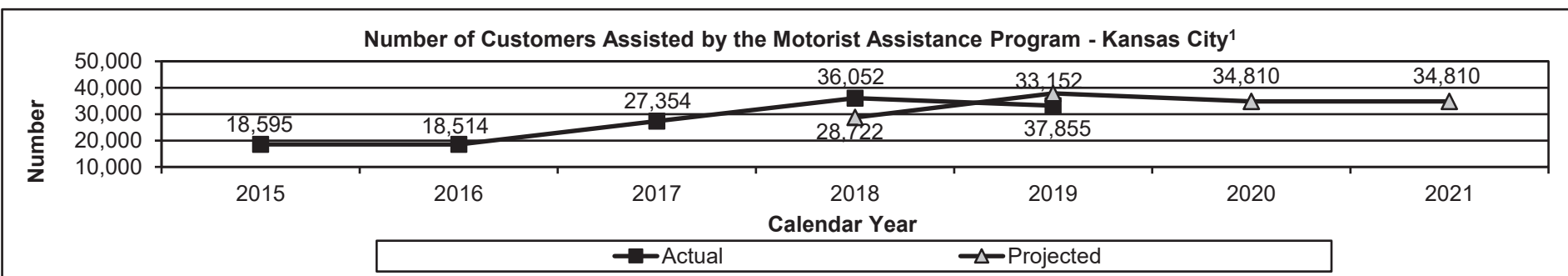
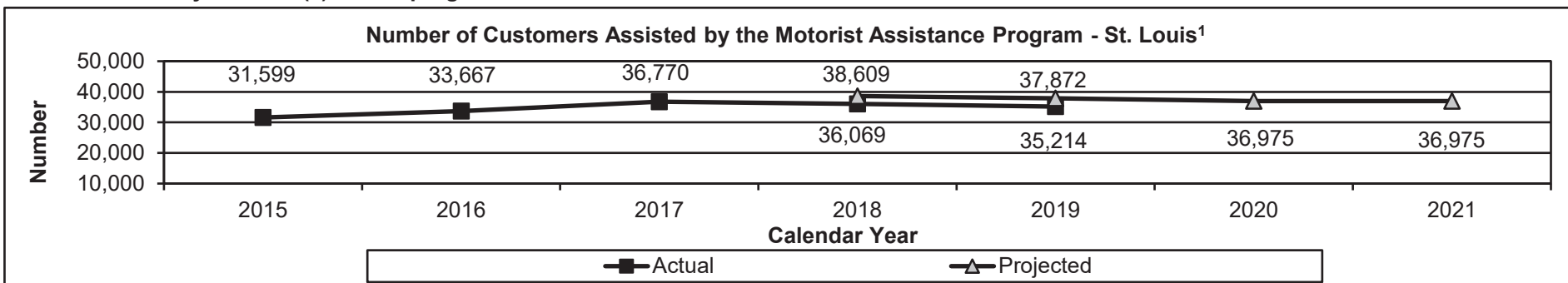
## 1a. What strategic priority does this program address?

Safety - keep citizens and employees safe

## 1b. What does this program do?

The Motorist Assistance Program provides services to help keep traffic safely moving and decrease congestion. Motorist Assistance personnel respond to both major and minor incidents, assisting with managing traffic and clearing the roadways of incidents. These efforts improve the safety of the responders and the driving public, as well as decrease the delays for the motorists in and around the scene. In the St. Louis and Kansas City metropolitan areas, Motorist Assistance personnel also provide assistance to motorists with minor mechanical problems, perform hazardous waste and debris removal and address the issue of abandoned vehicles. By providing these services, traveler delays are minimized and emissions are reduced.

## 2a. Provide an activity measure(s) for the program.



<sup>1</sup>These measures are not a comparison between St. Louis and Kansas City, but a statistical chart indicating the number of customers assisted by the Motorist Assistance Program. The 2020 and 2021 projections were established by projecting a five percent increase from the number of customers assisted in 2019.



## PROGRAM DESCRIPTION

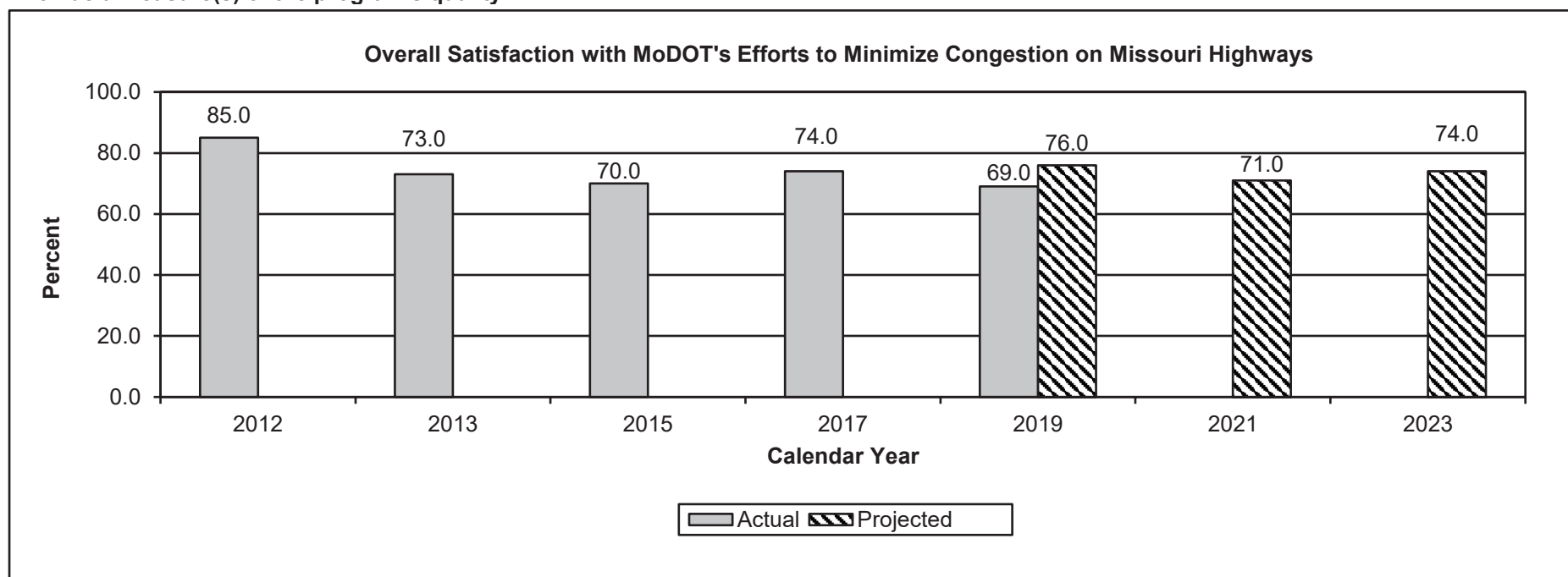
Department of Transportation

HB Section: 4.410

Program Name: Motorist Assistance

Program is found in the following core budget(s): Construction

2b. Provide a measure(s) of the program's quality.



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with MoDOT's efforts to minimize congestion on highways?" was the question surveyed. Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.



## PROGRAM DESCRIPTION

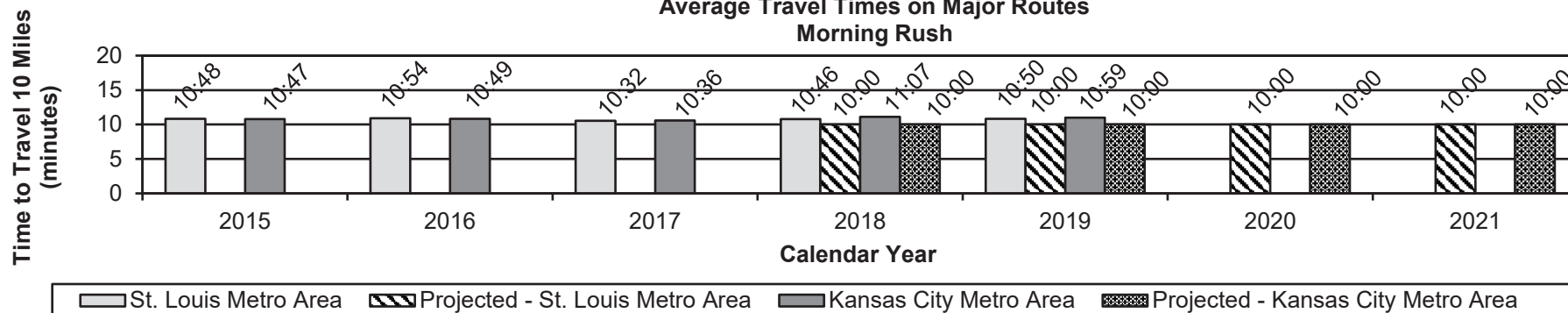
Department of Transportation

HB Section: 4.410

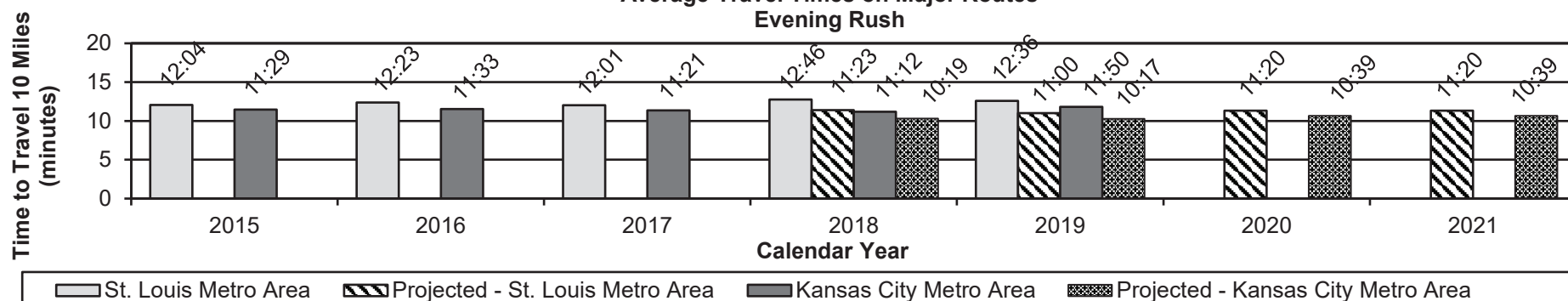
Program Name: Motorist Assistance

Program is found in the following core budget(s): Construction

2c. Provide a measure(s) of the program's impact.

Average Travel Times on Major Routes  
Morning Rush

Travel time data is collected continuously via wireless technology. The morning rush is considered to be between 7:00 AM and 8:00 AM. The 2020 and 2021 projections for this measure are based on the department's quarterly targets as of January 2020. These have been established by projecting a 10 percent improvement over the same quarter of the previous year. The minimum value for the target time is 10 minutes. This corresponds to the time it takes to travel 10 miles at the posted speed limit of 60 miles per hour.

Average Travel Times on Major Routes  
Evening Rush

Travel time data is collected continuously via wireless technology. The evening rush is considered to be between 5:00 PM and 6:00 PM. The 2020 and 2021 projections for this measure are based on the department's quarterly targets as of January 2020. These have been established by projecting a 10 percent improvement over the same quarter of the previous year.



## PROGRAM DESCRIPTION

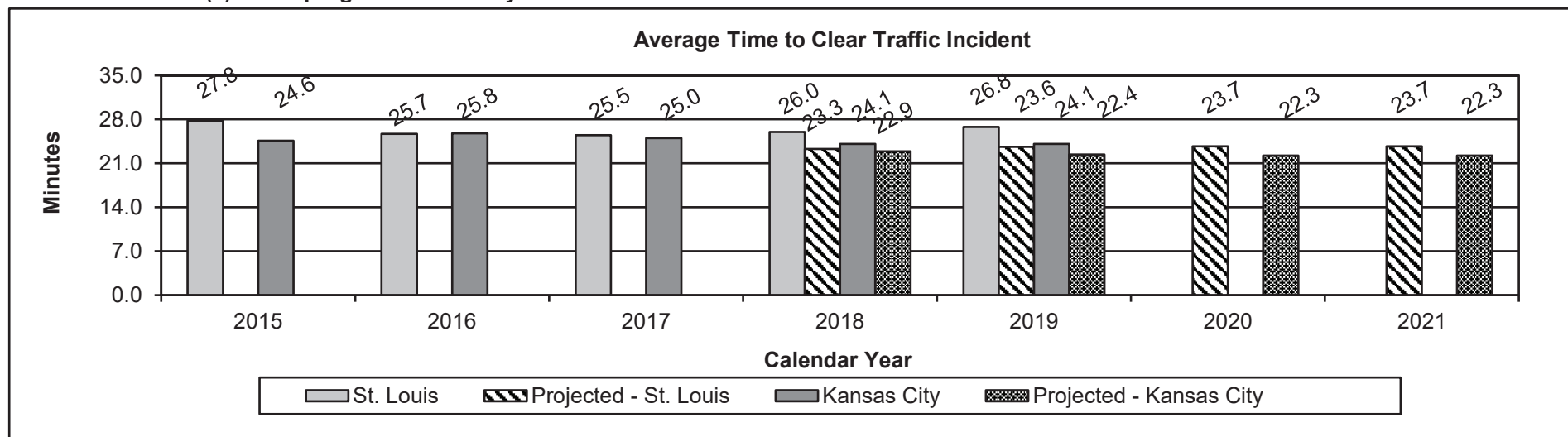
Department of Transportation

HB Section: 4.410

Program Name: Motorist Assistance

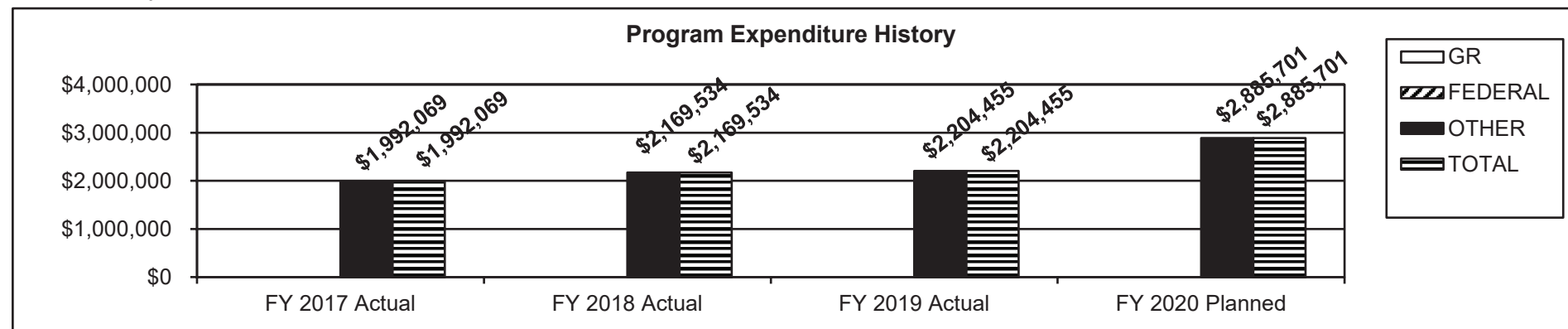
Program is found in the following core budget(s): Construction

2d. Provide a measure(s) of the program's efficiency.



This measure is not a comparison between St. Louis and Kansas City. The projections for this measure were established by projecting a 10 percent improvement over a five year average.

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)





## PROGRAM DESCRIPTION

**Department of Transportation****HB Section: 4.410****Program Name: Motorist Assistance****Program is found in the following core budget(s): Construction****4. What are the sources of the "Other" funds?**

State Road Fund (0320)

**5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)**

Article IV, Section 30(b), MO Constitution and 226.220, RSMo.

**6. Are there federal matching requirements? If yes, please explain.**

No

**7. Is this a federally mandated program? If yes, please explain.**

No



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NEW DECISION ITEM  
RANK: 10 OF 19

Department of Transportation	Budget Unit: <u>Construction</u>
Division: <u>Construction</u>	
DI Name: <u>Construction E&amp;E Expansion</u> DI# <u>1605014</u>	HB Section: <u>4.410</u>

**1. AMOUNT OF REQUEST**

	FY 2021 Budget Request			
	GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0
EE	\$0	\$0	\$7,834,239	\$7,834,239
PSD	\$0	\$0	\$500,000	\$500,000
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$8,334,239</b>	<b>\$8,334,239</b>

FTE	0.00	0.00	0.00	0.00
HB 4	\$0	\$0	\$0	\$0
HB 5	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0
EE	\$0	\$0	\$7,834,239	\$7,834,239
PSD	\$0	\$0	\$500,000	\$500,000
TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$8,334,239</b>	<b>\$8,334,239</b>

FTE	0.00	0.00	0.00	0.00
HB 4	\$0	\$0	\$0	\$0
HB 5	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

**2. THIS REQUEST CAN BE CATEGORIZED AS:**

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input checked="" type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

**3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.**

This expansion item is requested for several items. First, this increase is needed for research contracts. The Federal Highway Administration requires at least 25 percent of the department's total State Planning and Research (SPR) budget to be spent on research projects. To meet this requirement, MoDOT needs to spend more on research activities. Next, this increase will fund a new freight/rail plan that will cover all modes of freight, outline the rail plan for Missouri, and future economic development resources needed to move goods efficiently through Missouri's infrastructure. This increase is also needed for tuition reimbursement for a new College Employment Engineering Program. Upon graduation, and if hired as a full-time employee of the department, students enrolled in this program will receive tuition reimbursement of up to 36 credit hours. Additionally, the increase will fund several other operational needs such as laboratory equipment, additional grants and increases in driveway permit refunds.

**The Governor's Recommendation is the same as the department's request.**



NEW DECISION ITEM  
RANK: 10 OF 19

Department of Transportation	Budget Unit: <u>Construction</u>
Division: <u>Construction</u>	
DI Name: <u>Construction E&amp;E Expansion</u> DI# <u>1605014</u>	HB Section: <u>4.410</u>

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

The fiscal year 2021 request is based on the following needs:

Research projects for federal SPR program  
Freight/rail plan  
Tuition reimbursement for the College Employment Engineering Program  
Laboratory equipment  
Grants  
Driveway permit refunds

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Professional Development (320)	\$0		\$0		\$144,720		\$144,720		\$0
Professional Services (400)	\$0		\$0		\$7,639,519		\$7,639,519		\$0
Other Equipment (590)	\$0		\$0		\$50,000		\$50,000		\$0
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$7,834,239</b>		<b>\$7,834,239</b>		<b>\$0</b>
Refunds (780)	\$0		\$0		\$500,000		\$500,000		\$0
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$500,000</b>		<b>\$500,000</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$8,334,239</b>	<b>\$0</b>	<b>\$8,334,239</b>	<b>\$0</b>	<b>\$0</b>



NEW DECISION ITEM  
RANK: 10 OF 19

Department of Transportation			Budget Unit: <u>Construction</u>						
Division: <u>Construction</u>									
DI Name: <u>Construction E&amp;E Expansion</u>			HB Section: <u>4.410</u>						
DI# <u>1605014</u>									
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
<b>Total PS</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>
Professional Development (320)	\$0		\$0		\$144,720		\$144,720		\$0
Professional Services (400)	\$0		\$0		\$7,639,519		\$7,639,519		\$0
Other Equipment (590)	\$0		\$0		\$50,000		\$50,000		\$0
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$7,834,239</b>		<b>\$7,834,239</b>		<b>\$0</b>
Refunds (780)	\$0		\$0		\$500,000		\$500,000		\$0
<b>Total PSD</b>	<b>\$0</b>		<b>\$0</b>		<b>\$500,000</b>		<b>\$500,000</b>		<b>\$0</b>
<b>Total TRF</b>	<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>		<b>\$0</b>
<b>Grand Total</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$8,334,239</b>	<b>0.0</b>	<b>\$8,334,239</b>	<b>0.0</b>	<b>\$0</b>



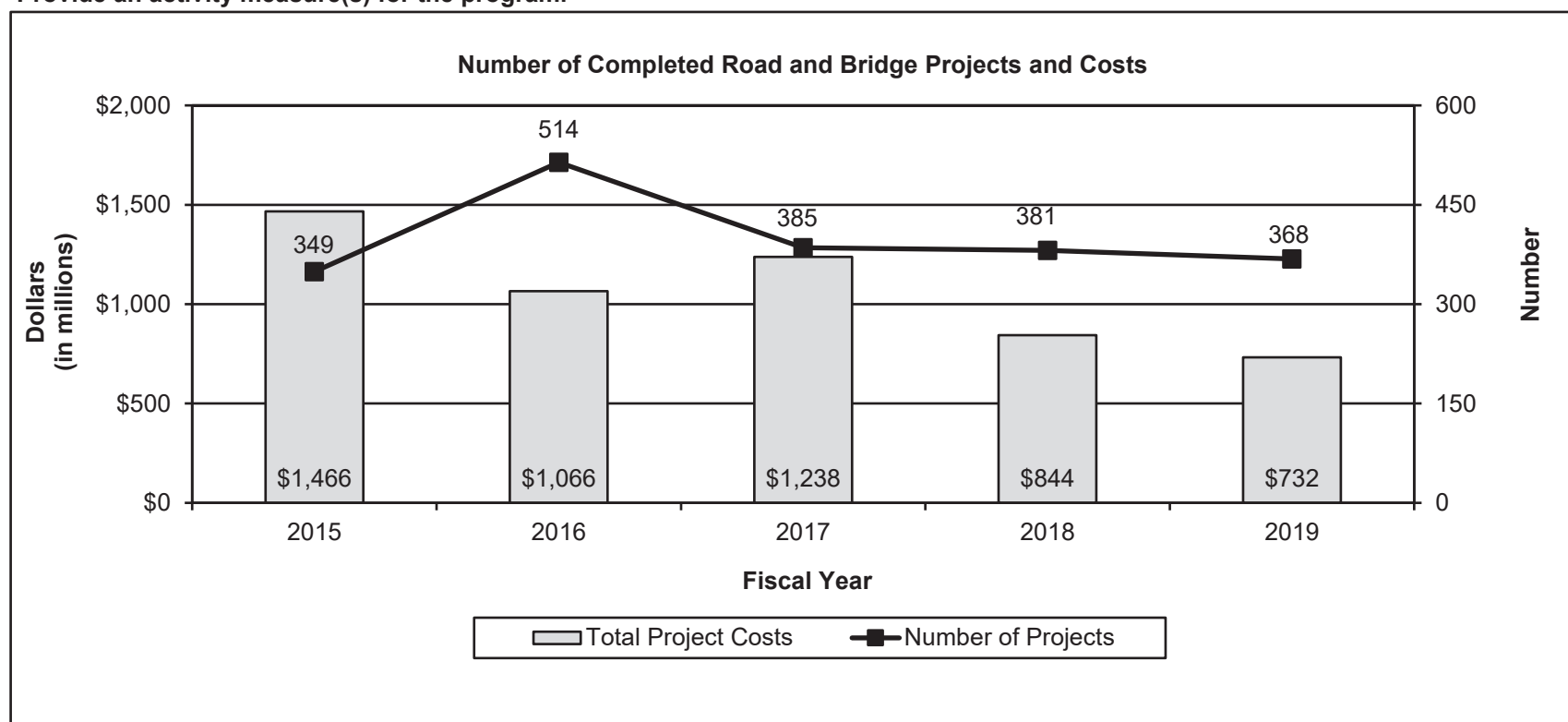
NEW DECISION ITEM  
RANK: 10 OF 19

Department of Transportation  
Division: Construction  
DI Name: Construction E&E Expansion DI# 1605014

Budget Unit: Construction  
HB Section: 4.410

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**





**NEW DECISION ITEM**  
**RANK: 10 OF 19**

**Department of Transportation**

**Budget Unit: Construction**

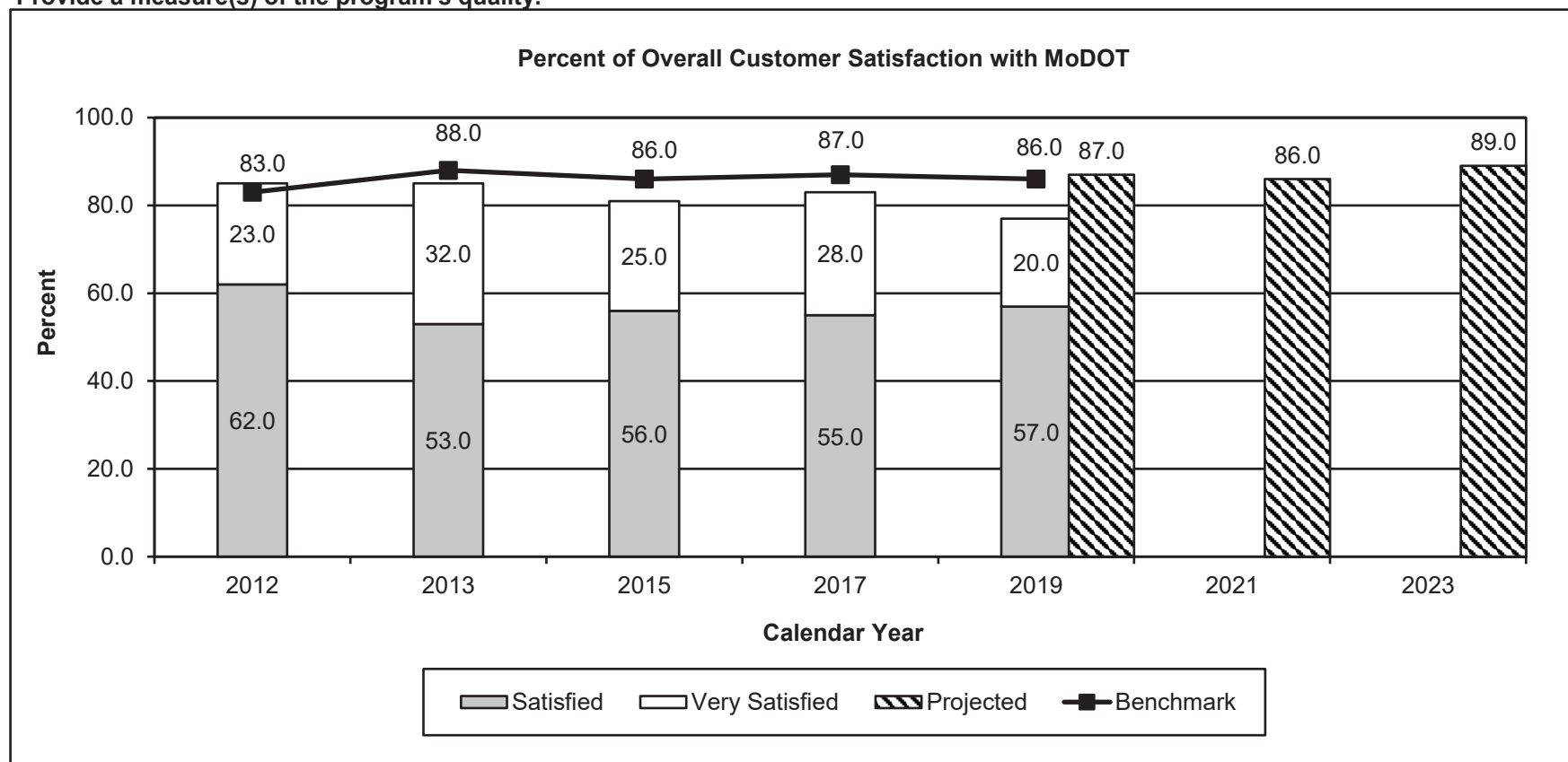
**Division: Construction**

**DI Name: Construction E&E Expansion**

**DI# 1605014**

**HB Section: 4.410**

**6b. Provide a measure(s) of the program's quality.**



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with the job the Missouri Department of Transportation is doing?" was the question surveyed. The benchmark data is from the American Customer Satisfaction Index, a national cross-industry measure of customer satisfaction in the United States. The 2021 projection is equal to the 2019 benchmark score of 86 percent. The 2023 projection was established by projecting a three percent improvement from the benchmark. No survey was conducted in calendar years 2014, 2016 and 2018.



**NEW DECISION ITEM**  
**RANK: 10 OF 19**

**Department of Transportation**

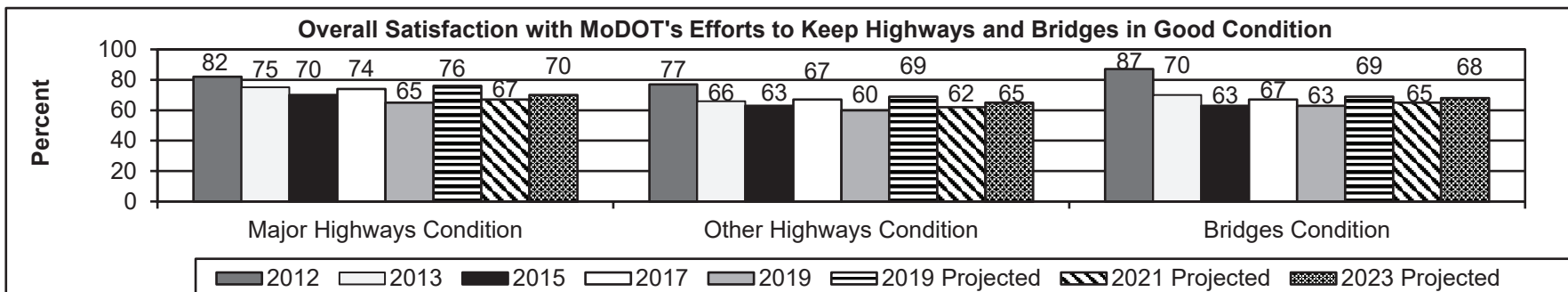
**Budget Unit: Construction**

**Division: Construction**

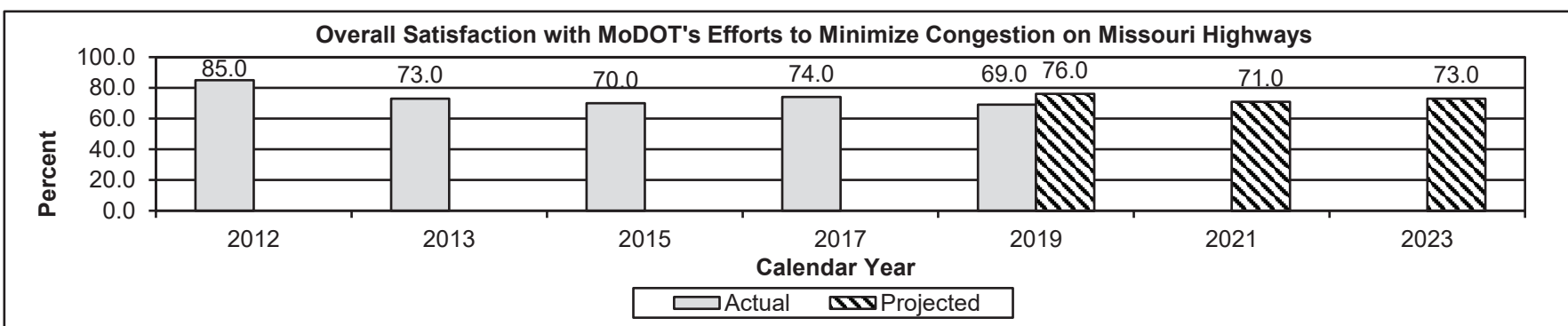
**DI Name: Construction E&E Expansion**

**DI# 1605014**

**HB Section: 4.410**



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The questions surveyed were "How satisfied are you with: MoDOT's efforts to keep the surface of major highways in good condition (smooth and free of potholes); keep the surface of other state highways in good condition (smooth and free of potholes); and keep bridges in good condition?". Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. The 2023 projection is also based on the assumption that additional funding is received. No survey was conducted in calendar years 2014, 2016 and 2018.



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with MoDOT's efforts to minimize congestion on highways?" was the question surveyed. Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.



**NEW DECISION ITEM**  
**RANK: 10 OF 19**

**Department of Transportation**

**Budget Unit: Construction**

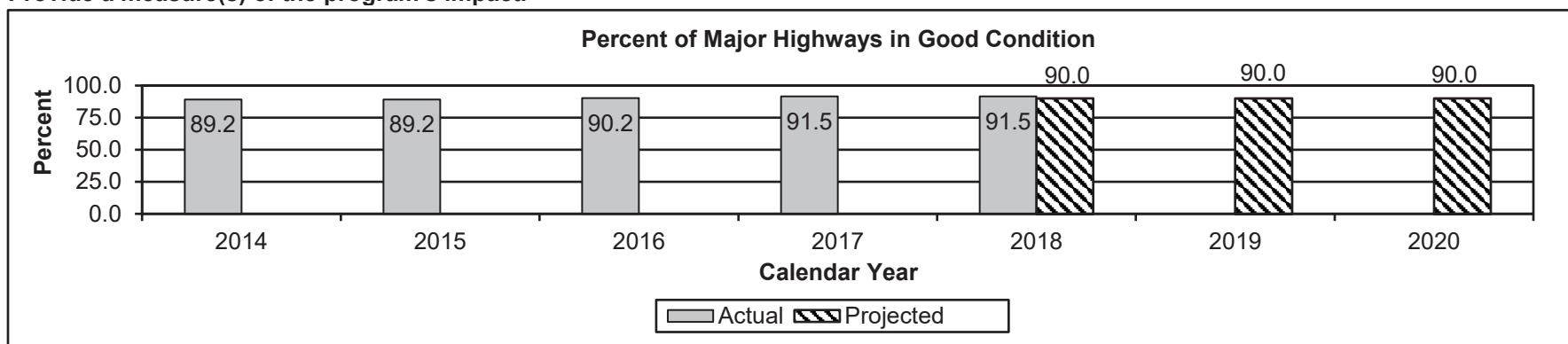
**Division: Construction**

**DI Name: Construction E&E Expansion**

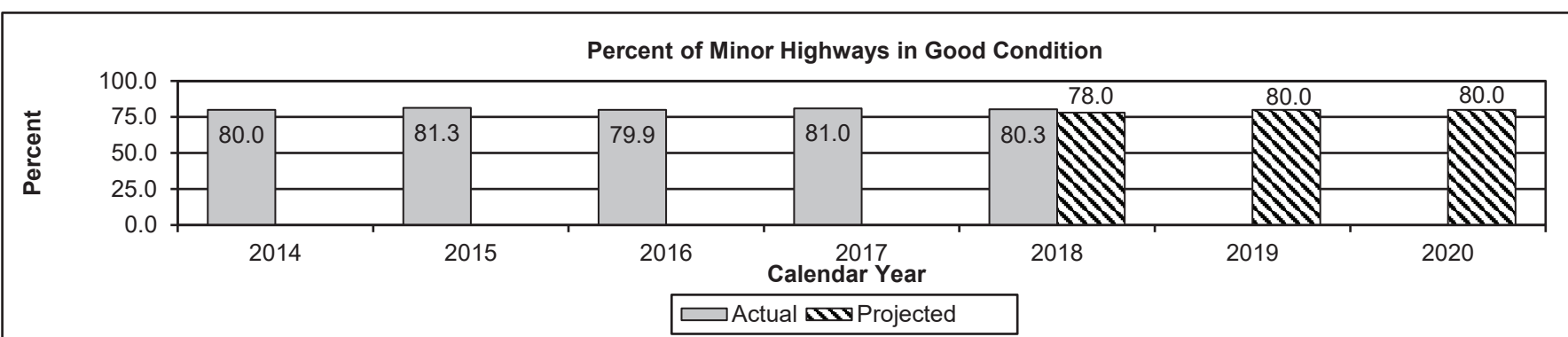
**DI# 1605014**

**HB Section: 4.410**

**6c. Provide a measure(s) of the program's impact.**



The projections for this measure are based on the statewide asset management plan and reflects the department's goal of maintaining current conditions. These are set by the department and will not change unless policy changes, regardless of performance. Currently, good comparison data is not available because states measure the condition of major and minor highways using a variety of methods. Data for calendar year 2019 was not available at the time of publication.



The projections for this measure are based on the statewide asset management plan and reflects the department's goal of maintaining current conditions. These are set by the department and will not change unless policy changes, regardless of performance. Currently, good comparison data is not available because states measure the condition of major and minor highways using a variety of methods. Data for calendar year 2019 was not available at the time of publication.



**NEW DECISION ITEM**  
**RANK: 10 OF 19**

Department of Transportation

Budget Unit: Construction

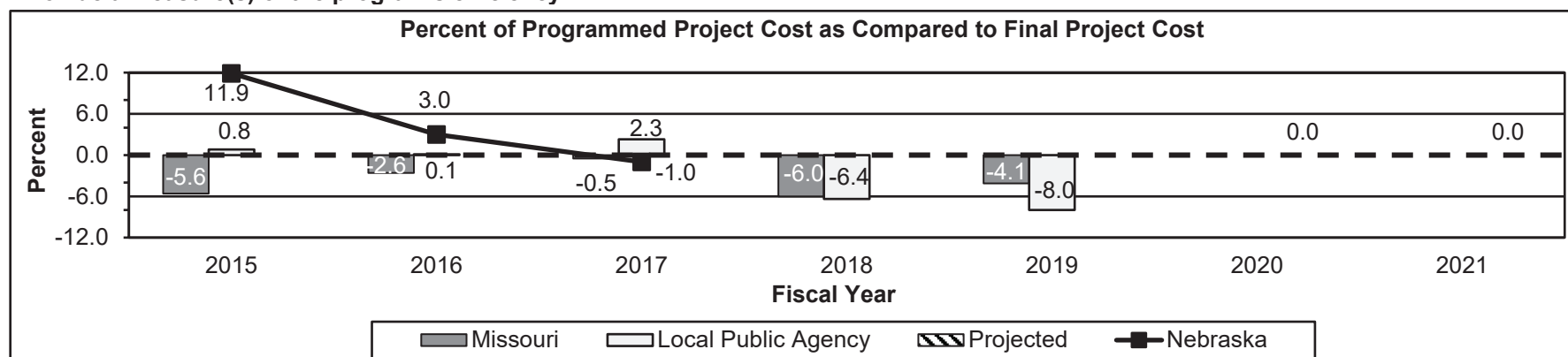
Division: Construction

DI Name: Construction E&E Expansion

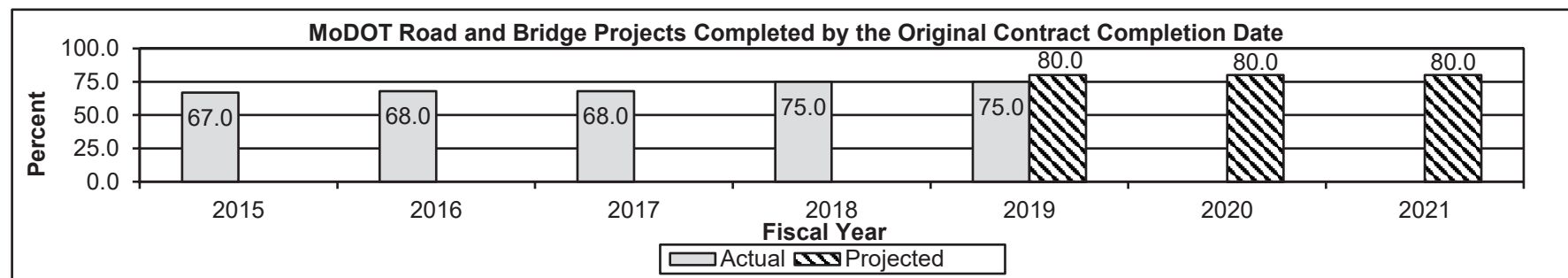
DI# 1605014

HB Section: 4.410

**6d. Provide a measure(s) of the program's efficiency.**



Construction projects are programmed, or budgeted, in the department's Statewide Transportation Improvement Program (STIP). Once a project is awarded and work begins, final project costs can change from the original programmed cost in the STIP. Construction project cost changes are usually caused by final quantity adjustments, weather, subgrade issues or other additional construction phase service costs. Nebraska has been selected for comparison because it is the only state with comparable data available. The target is zero percent difference, indicating MoDOT is making timely use of available funds.



MoDOT works to meet the initial contract completion date by preparing accurate plans and quantities and setting aggressive but reasonable completion dates. Occasionally, an authorized extension of the completion date is required for things like weather or additional work. This measure tracks the percentage of road and bridge projects completed by the commitment date originally established in the contract. MoDOT's target is 80 percent.



NEW DECISION ITEM  
RANK: 10 OF 19

Department of Transportation	Budget Unit: Construction
Division: Construction	
DI Name: Construction E&E Expansion	DI# 1605014
	HB Section: 4.410

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**  
Invest in Missouri's transportation infrastructure to improve or maintain the condition of Missouri's roads and bridges and honor commitments to the public, contractors and other vendors.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>Construction E&amp;E Expansion - 1605014</b>								
PROFESSIONAL DEVELOPMENT	0	0.00	0	0.00	144,720	0.00	144,720	0.00
PROFESSIONAL SERVICES	0	0.00	0	0.00	7,639,519	0.00	7,639,519	0.00
OTHER EQUIPMENT	0	0.00	0	0.00	50,000	0.00	50,000	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>7,834,239</b>	<b>0.00</b>	<b>7,834,239</b>	<b>0.00</b>
REFUNDS	0	0.00	0	0.00	500,000	0.00	500,000	0.00
<b>TOTAL - PD</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>500,000</b>	<b>0.00</b>	<b>500,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$8,334,239</b>	<b>0.00</b>	<b>\$8,334,239</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$8,334,239</b>	<b>0.00</b>	<b>\$8,334,239</b>	<b>0.00</b>







**NEW DECISION ITEM**  
**RANK: 11 OF 19**

<b>Department of Transportation</b>	<b>Budget Unit: Construction</b>
<b>Division: Construction</b>	
<b>DI Name: Construction Program Expansion</b>	<b>DI# 1605015</b>
	<b>HB Section: 4.410</b>

### 1. AMOUNT OF REQUEST

	FY 2021 Budget Request			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$0	\$0
<b>EE</b>	\$0	\$0	\$93,368,501	\$93,368,501
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$93,368,501</b>	<b>\$93,368,501</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

	FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$0	\$0
<b>EE</b>	\$0	\$0	\$93,368,501	\$93,368,501
<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$93,368,501</b>	<b>\$93,368,501</b>

<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0

*Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.*

Other Funds: State Road Fund (0320)

### 2. THIS REQUEST CAN BE CATEGORIZED AS:

<input type="checkbox"/> New Legislation	<input type="checkbox"/> New Program	<input type="checkbox"/> Fund Switch
<input type="checkbox"/> Federal Mandate	<input checked="" type="checkbox"/> Program Expansion	<input type="checkbox"/> Cost to Continue
<input type="checkbox"/> GR Pick-Up	<input type="checkbox"/> Space Request	<input type="checkbox"/> Equipment Replacement
<input type="checkbox"/> Pay Plan	<input type="checkbox"/> Other: _____	

### 3. WHY IS THIS FUNDING NEEDED? PROVIDE AN EXPLANATION FOR ITEMS CHECKED IN #2. INCLUDE THE FEDERAL OR STATE STATUTORY OR CONSTITUTIONAL AUTHORIZATION FOR THIS PROGRAM.

This expansion item is requested for an expected increase in contractor payments due to moving the award date for the I-270 North project. Contractor payments, the actual payout for construction projects, lag behind contractor awards. An increase of \$50.0 million is needed to respond to unanticipated project costs, such as consultant design work and purchases of right of way, as the department's construction program increases. An increase of \$20.0 million is also needed for expenses related to flood response for damaged roads and bridges. In addition, this expansion item will help address the timing of payouts for local pass-through funding and other discretionary grants received such as the Competitive Highway Bridge Program.

**The Governor's Recommendation is the same as the department's request.**



NEW DECISION ITEM  
RANK: 11 OF 19

Department of Transportation	Budget Unit: Construction
Division: Construction	
DI Name: Construction Program Expansion DI# 1605015	HB Section: 4.410

**4. DESCRIBE THE DETAILED ASSUMPTIONS USED TO DERIVE THE SPECIFIC REQUESTED AMOUNT. (How did you determine that the requested number of FTE were appropriate? From what source or standard did you derive the requested levels of funding? Were alternatives such as outsourcing or automation considered? If based on new legislation, does request tie to TAFP fiscal note? If not, explain why. Detail which portions of the request are one-times and how those amounts were calculated.)**

Contractor payments are expected to increase due to moving the award date for the I-270 North project. Contractor payments, the actual payout for construction projects, lag behind contractor awards. In addition, this capacity will help address the timing of payouts for local pass-through funding and other discretionary grants received such as the Competitive Highway Bridge Program. The increase for flooding is based on the damage that has occurred to date.

**5. BREAK DOWN THE REQUEST BY BUDGET OBJECT CLASS, JOB CLASS, AND FUND SOURCE. IDENTIFY ONE-TIME COSTS.**

Budget Object Class/Job Class	Dept Req GR DOLLARS	Dept Req GR FTE	Dept Req FED DOLLARS	Dept Req FED FTE	Dept Req OTHER DOLLARS	Dept Req OTHER FTE	Dept Req TOTAL DOLLARS	Dept Req TOTAL FTE	Dept Req One-Time DOLLARS
Property & Improvements (640)	\$0		\$0		\$93,368,501		\$93,368,501		\$0
<b>Total EE</b>	<b>\$0</b>		<b>\$0</b>		<b>\$93,368,501</b>		<b>\$93,368,501</b>		<b>\$0</b>
 Total PSD	 \$0		 \$0		 \$0		 \$0		 \$0
<b>Grand Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$93,368,501</b>	<b>\$0</b>	<b>\$93,368,501</b>	<b>\$0</b>	<b>\$0</b>



## NEW DECISION ITEM

RANK: 11 OF 19

Department of Transportation				Budget Unit: <u>Construction</u>					
Division: <u>Construction</u>									
DI Name: <u>Construction Program Expansion</u>				HB Section: <u>4.410</u>					
DI# <u>1605015</u>									
Budget Object Class/Job Class	Gov Rec GR DOLLARS	Gov Rec GR FTE	Gov Rec FED DOLLARS	Gov Rec FED FTE	Gov Rec OTHER DOLLARS	Gov Rec OTHER FTE	Gov Rec TOTAL DOLLARS	Gov Rec TOTAL FTE	Gov Rec One-Time DOLLARS
Total PS	\$0	0.0	\$0	0.0	\$0	0.0	\$0	0.0	\$0
Property & Improvements (640)	\$0		\$0		\$93,368,501		\$93,368,501		\$0
Total EE	\$0		\$0		\$93,368,501		\$93,368,501		\$0
Total PSD	\$0		\$0		\$0		\$0		\$0
Total TRF	\$0		\$0		\$0		\$0		\$0
Grand Total	\$0	0.0	\$0	0.0	\$93,368,501	0.0	\$93,368,501	0.0	\$0



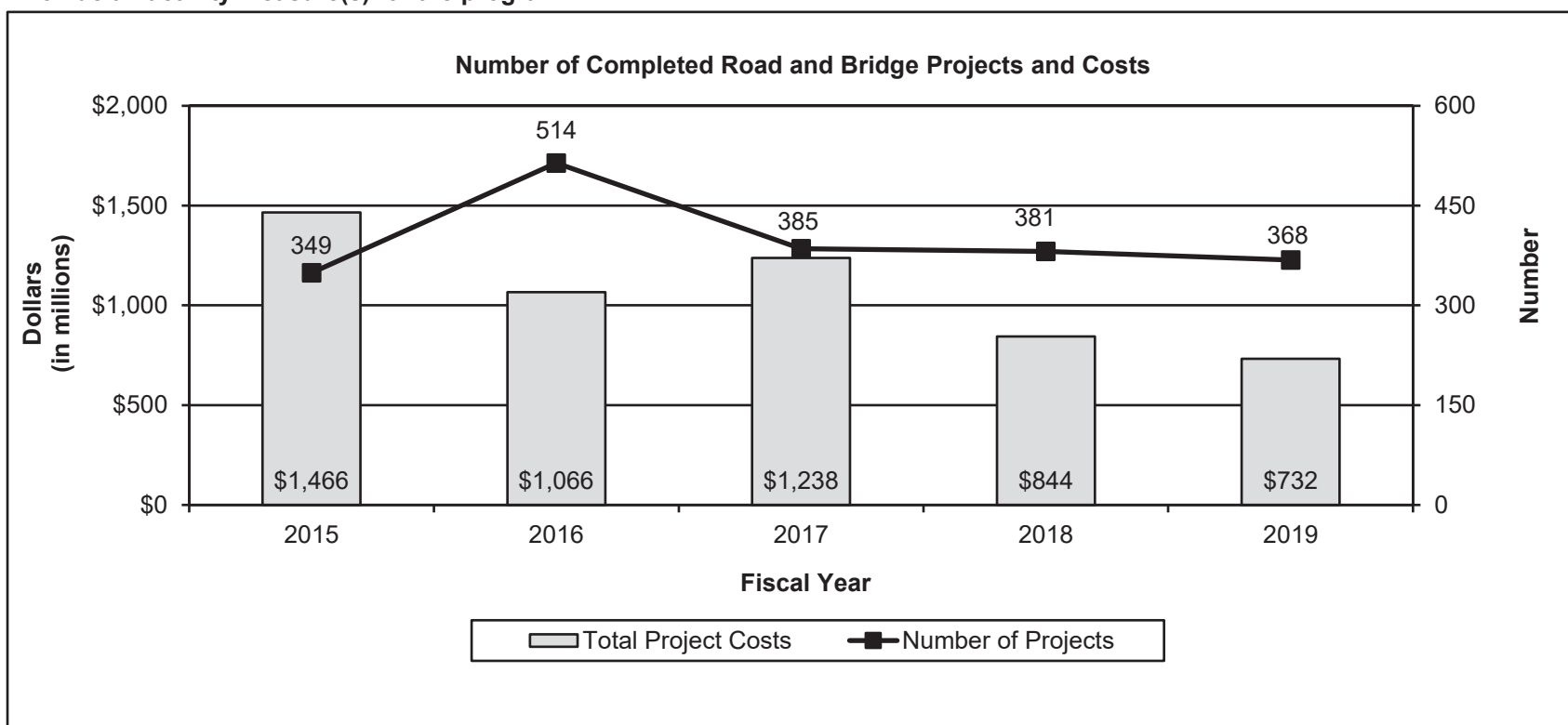
**NEW DECISION ITEM**  
**RANK: 11 OF 19**

Department of Transportation  
 Division: Construction  
 DI Name: Construction Program Expansion DI# 1605015

Budget Unit: Construction  
 HB Section: 4.410

**6. PERFORMANCE MEASURES (If new decision item has an associated core, separately identify projected performance with & without additional funding.)**

**6a. Provide an activity measure(s) for the program.**



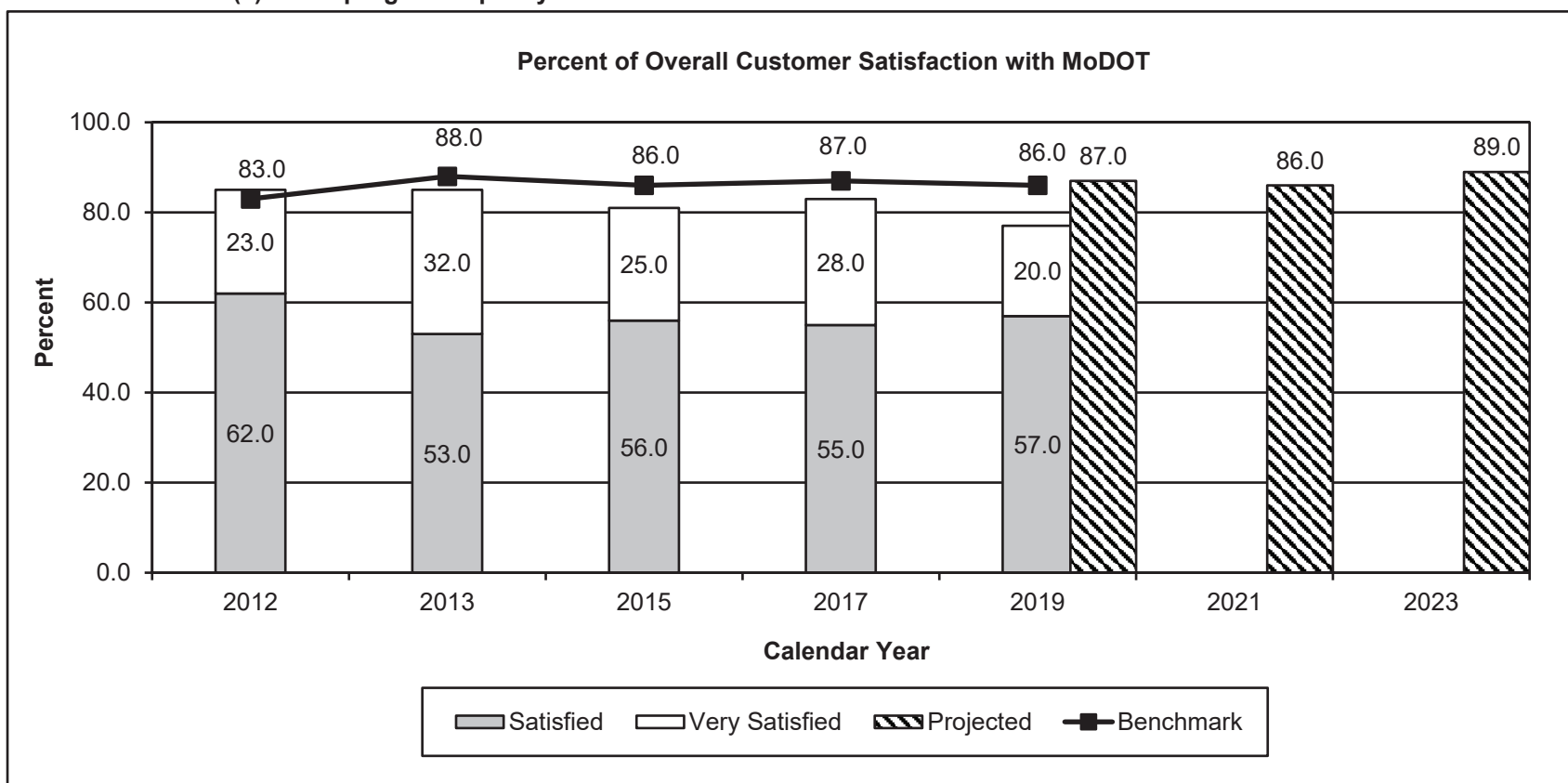


**NEW DECISION ITEM**  
**RANK: 11 OF 19**

**Department of Transportation**  
**Division: Construction**  
**DI Name: Construction Program Expansion**      **DI# 1605015**

**Budget Unit: Construction**  
**HB Section: 4.410**

**6b. Provide a measure(s) of the program's quality.**



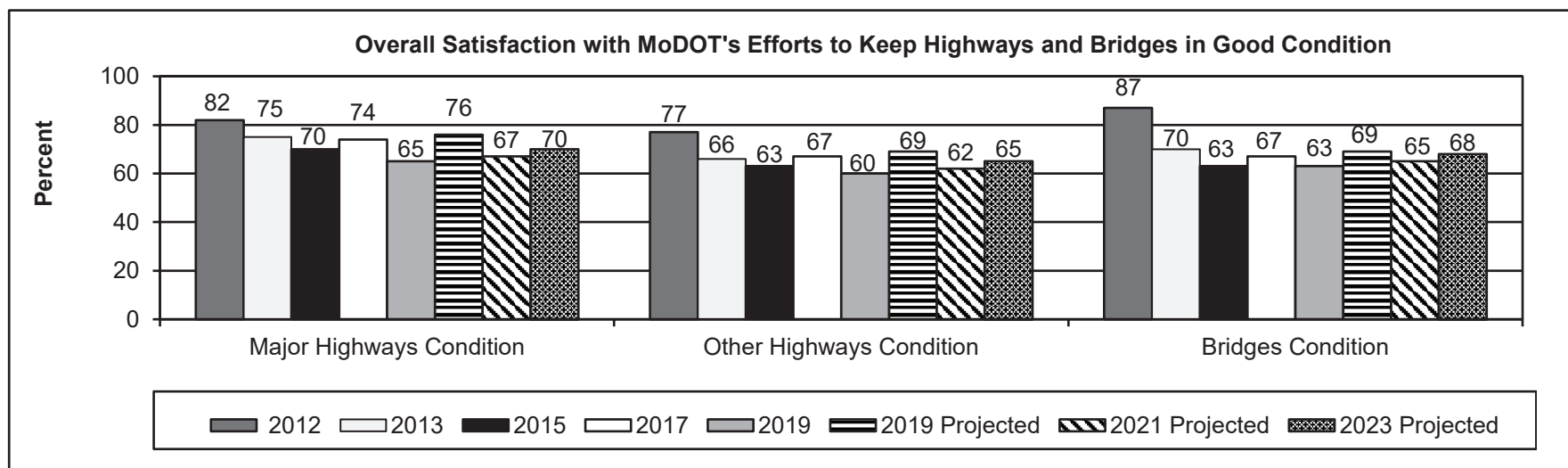
Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. "How satisfied are you with the job the Missouri Department of Transportation is doing?" was the question surveyed. The benchmark data is from the American Customer Satisfaction Index, a national cross-industry measure of customer satisfaction in the United States. The 2021 projection is equal to the 2019 benchmark score of 86 percent. The 2023 projection was established by projecting a three percent improvement from the benchmark. No survey was conducted in calendar years 2014, 2016 and 2018.



**NEW DECISION ITEM**  
**RANK: 11 OF 19**

**Department of Transportation**  
**Division: Construction**  
**DI Name: Construction Program Expansion**      **DI# 1605015**

**Budget Unit: Construction**  
**HB Section: 4.410**



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The questions surveyed were "How satisfied are you with: MoDOT's efforts to keep the surface of major highways in good condition (smooth and free of potholes); keep the surface of other state highways in good condition (smooth and free of potholes); and keep bridges in good condition?". Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. The 2023 projection is also based on the assumption that additional funding is received. No survey was conducted in calendar years 2014, 2016 and 2018.



**NEW DECISION ITEM**  
**RANK: 11 OF 19**

**Department of Transportation**

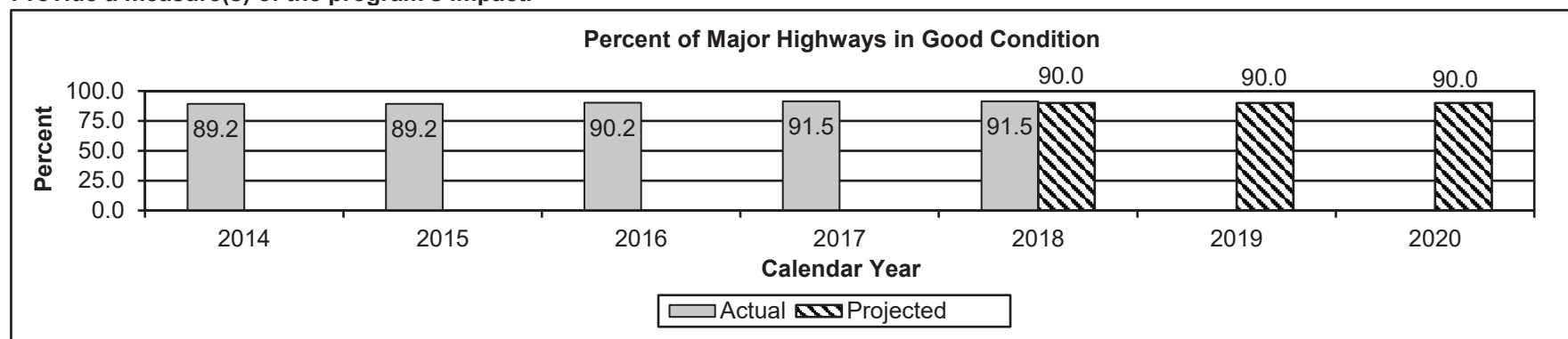
**Budget Unit: Construction**

**Division: Construction**

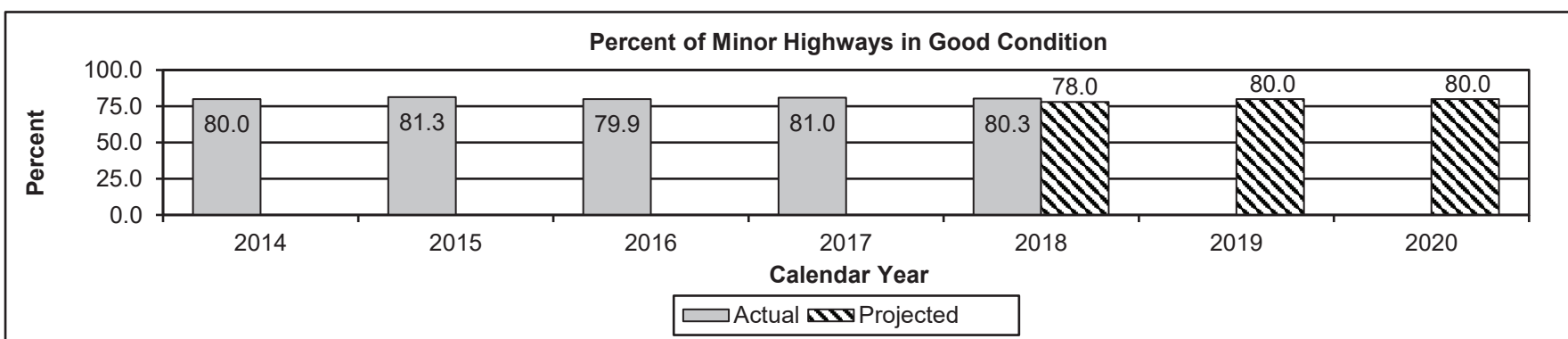
**DI Name: Construction Program Expansion DI# 1605015**

**HB Section: 4.410**

**6c. Provide a measure(s) of the program's impact.**



The projections for this measure are based on the statewide asset management plan and reflects the department's goal of maintaining current conditions. These are set by the department and will not change unless policy changes, regardless of performance. Currently, good comparison data is not available because states measure the condition of major and minor highways using a variety of methods. Data for calendar year 2019 was not available at the time of publication.



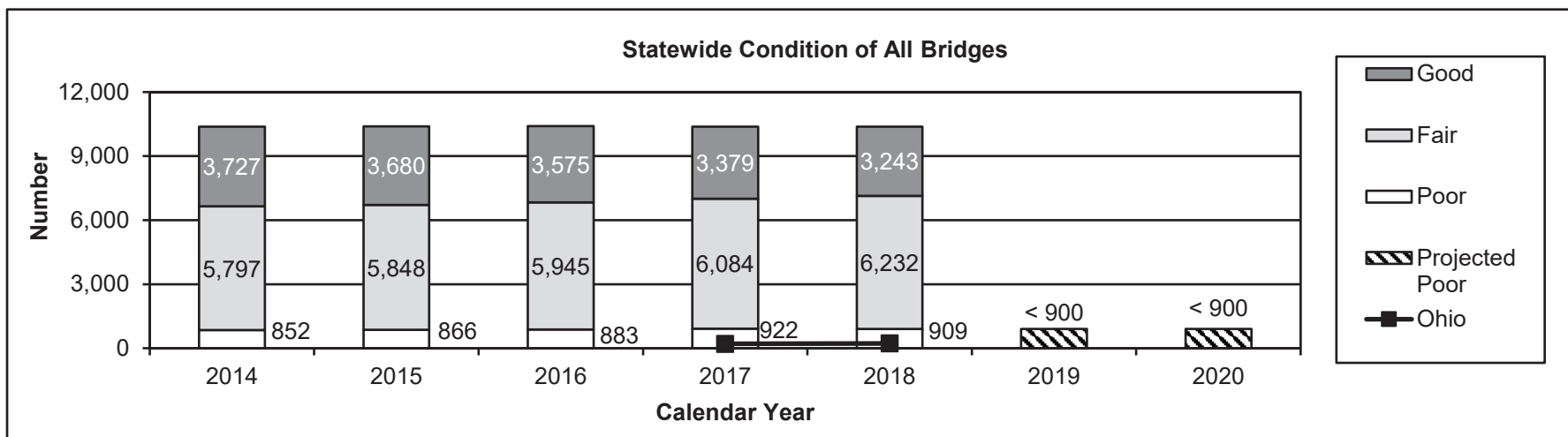
The projections for this measure are based on the statewide asset management plan and reflects the department's goal of maintaining current conditions. These are set by the department and will not change unless policy changes, regardless of performance. Currently, good comparison data is not available because states measure the condition of major and minor highways using a variety of methods. Data for calendar year 2019 was not available at the time of publication.



**NEW DECISION ITEM**  
**RANK: 11 OF 19**

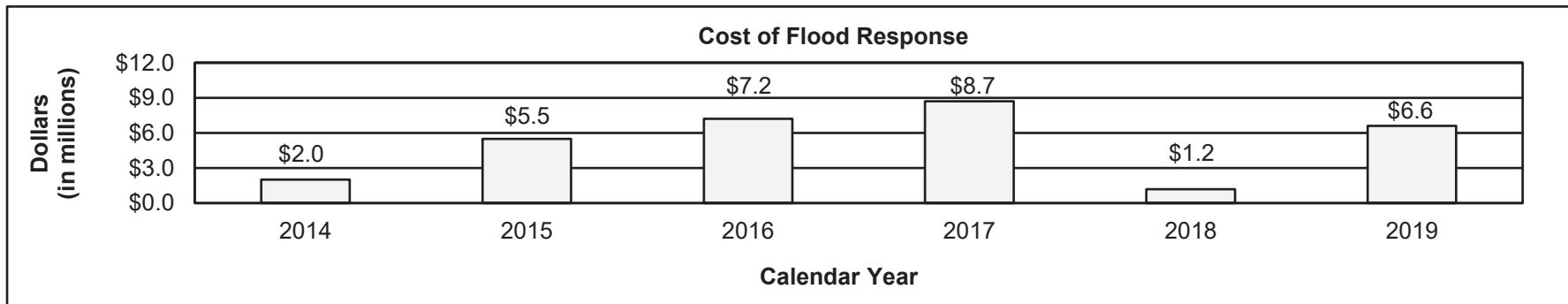
**Department of Transportation**  
**Division: Construction**  
**DI Name: Construction Program Expansion**      **DI# 1605015**

**Budget Unit: Construction**  
**HB Section: 4.410**



MoDOT's goal is to reduce the number of bridges in poor condition. The projections reflect the department's goal of maintaining current conditions. Ohio has been selected for comparison due to its similar demographics, geography and weather conditions. Ohio's total number of state highway bridges is only 43 more than Missouri. In 2017 and 2018, Ohio had 208 and 223 bridges in poor condition, respectively. Data for calendar year 2019 was not available at the time of publication.

**6d. Provide a measure(s) of the program's efficiency.**





**NEW DECISION ITEM**  
**RANK: 11 OF 19**

**Department of Transportation**

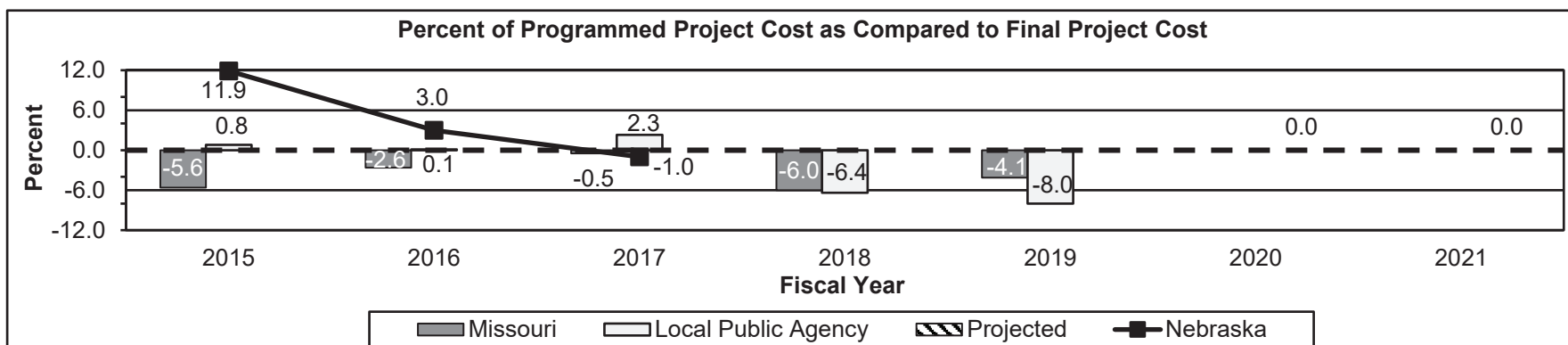
**Budget Unit: Construction**

**Division: Construction**

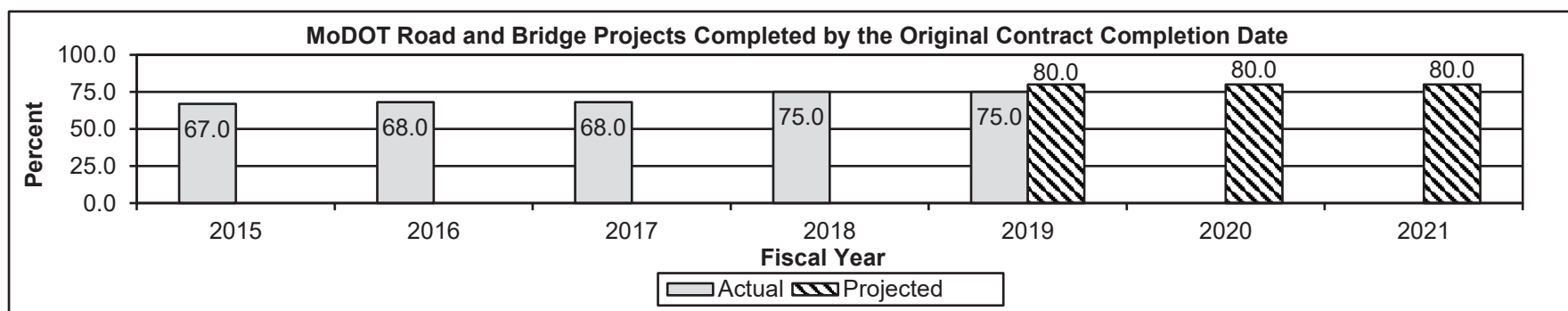
**DI Name: Construction Program Expansion**

**DI# 1605015**

**HB Section: 4.410**



Construction projects are programmed, or budgeted, in the department's Statewide Transportation Improvement Program (STIP). Once a project is awarded and work begins, final project costs can change from the original programmed cost in the STIP. Construction project cost changes are usually caused by final quantity adjustments, weather, subgrade issues or other additional construction phase service costs. Nebraska has been selected for comparison because it is the only state with comparable data available. The target is zero percent difference, indicating MoDOT is making timely use of available funds.



MoDOT works to meet the initial contract completion date by preparing accurate plans and quantities and setting aggressive but reasonable completion dates. Occasionally, an authorized extension of the completion date is required for things like weather or additional work. This measure tracks the percentage of road and bridge projects completed by the commitment date originally established in the contract. MoDOT's target is 80 percent.



NEW DECISION ITEM  
RANK: 11 OF 19

Department of Transportation		Budget Unit: Construction
Division: Construction		
DI Name: Construction Program Expansion	DI# 1605015	HB Section: 4.410

**7. STRATEGIES TO ACHIEVE THE PERFORMANCE MEASUREMENT TARGETS:**  
Invest in Missouri's transportation infrastructure to improve or maintain the condition of Missouri's roads and bridges and honor commitments to the public, contractors and other vendors.



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>CONSTRUCTION</b>								
<b>Construction Program Expansion - 1605015</b>								
PROPERTY & IMPROVEMENTS	0	0.00	0	0.00	93,368,501	0.00	93,368,501	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>93,368,501</b>	<b>0.00</b>	<b>93,368,501</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$93,368,501</b>	<b>0.00</b>	<b>\$93,368,501</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$93,368,501	0.00	\$93,368,501	0.00



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**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>BRIDGE BONDING TRANSFER</b>								
<b>CORE</b>								
FUND TRANSFERS								
GENERAL REVENUE	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
TOTAL - TRF	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0.00</b>	<b>45,550,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$45,550,000</b>	<b>0.00</b>



## CORE DECISION ITEM

Department of Transportation					Budget Unit: <u>Bridge Bonding Transfer</u>				
Division: Construction									
Core: Focus on Bridges - Debt Service Transfer					HB Section: <u>4.415</u>				
<b>1. CORE FINANCIAL SUMMARY</b>									
FY 2021 Budget Request					FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total		GR	Federal	Other	Total
PS	\$0	\$0	\$0	\$0	PS	\$0	\$0	\$0	\$0
EE	\$0	\$0	\$0	\$0	EE	\$0	\$0	\$0	\$0
PSD	\$0	\$0	\$0	\$0	PSD	\$0	\$0	\$0	\$0
TRF	\$49,594,962	\$0	\$0	\$49,594,962	TRF	\$45,550,000	\$0	\$0	\$45,550,000
<b>Total</b>	<b>\$49,594,962</b>	<b>\$0</b>	<b>\$0</b>	<b>\$49,594,962</b>	<b>Total</b>	<b>\$45,550,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$45,550,000</b>
FTE	0.00	0.00	0.00	0.00	FTE	0.00	0.00	0.00	0.00
<b>HB 4</b>	\$0	\$0	\$0	\$0	<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$0	\$0	<b>HB 5</b>	\$0	\$0	\$0	\$0
<i>Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.</i>					<i>Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.</i>				
Other Funds:					Other Funds:				
<b>2. CORE DESCRIPTION</b>									
This is needed to transfer funds from the General Revenue Fund (0101) to the State Road Fund (0320) for debt service for the Focus on Bridges Program.									
The Governor's Recommendation is less than the department's request.									
<b>3. PROGRAM LISTING (list programs included in this core funding)</b>									
This section is not applicable.									



## CORE DECISION ITEM

Department of Transportation  
 Division: Construction  
 Core: Focus on Bridges - Debt Service Transfer

Budget Unit: Bridge Bonding Transfer  
 HB Section: 4.415

## 4. FINANCIAL HISTORY

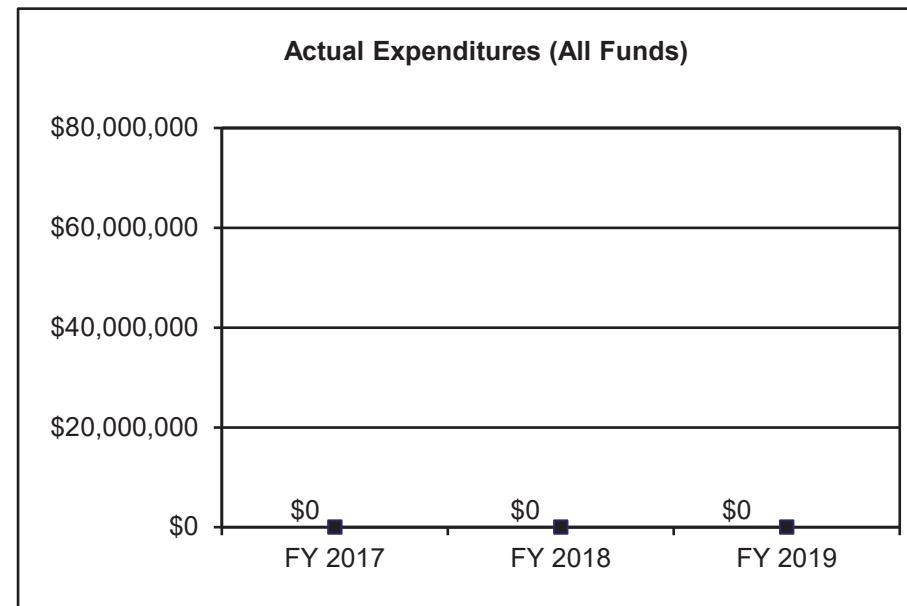
	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Current Yr.
Appropriation (All Funds)	\$0	\$0	\$0	\$49,594,962
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)*	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$0	\$0	\$0	N/A
Actual Expenditures (All Funds)	\$0	\$0	\$0	N/A
Unexpended (All Funds)	\$0	\$0	\$0	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$0	\$0	\$0	N/A
Other	\$0	\$0	\$0	N/A

\*Restricted amount is N/A

Reverted includes the statutory three percent reserve amount (when applicable).

Restricted includes any Governor's expenditure restrictions which remained at the end of the fiscal year (when applicable).

## NOTES:





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**CORE RECONCILIATION**


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**STATE  
BRIDGE BONDING TRANSFER**


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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	TRF	0.00	49,594,962	0	0	49,594,962	
	<b>Total</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0</b>	<b>0</b>	<b>49,594,962</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	TRF	0.00	49,594,962	0	0	49,594,962	
	<b>Total</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0</b>	<b>0</b>	<b>49,594,962</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>							
Core Reduction	[#2735] TRF	0.00	(4,044,962)	0	0	(4,044,962)	Debt service requirement is less than prior year core
<b>NET GOVERNOR CHANGES</b>		<b>0.00</b>	<b>(4,044,962)</b>	<b>0</b>	<b>0</b>	<b>(4,044,962)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	TRF	0.00	45,550,000	0	0	45,550,000	
	<b>Total</b>	<b>0.00</b>	<b>45,550,000</b>	<b>0</b>	<b>0</b>	<b>45,550,000</b>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>BRIDGE BONDING TRANSFER</b>								
<b>CORE</b>								
TRANSFERS OUT	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
<b>TOTAL - TRF</b>	<b>0</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0.00</b>	<b>45,550,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$45,550,000</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$49,594,962	0.00	\$49,594,962	0.00	\$45,550,000	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00



## PROGRAM DESCRIPTION

<b>Department of Transportation</b>	<b>HB Section(s):</b> <u>4.415</u>
<b>Program Name:</b> Focus on Bridges - Debt Service Transfer	
<b>Program is found in the following core budget(s):</b> Bridge Bonding Transfer	

**1a. What strategic priority does this program address?**  
 Service - deliver transportation solutions of great value and use resources wisely

**1b. What does this program do?**  
 This is needed to transfer funds from the General Revenue Fund (0101) to the State Road Fund (0320) for debt service for state road bonds issued for the construction and repair of 215 bridges as part of the Focus on Bridges Program.

**2a. Provide an activity measure(s) for the program.**  
 This appropriation is needed solely for accounting purposes.

**2b. Provide a measure(s) of the program's quality.**  
 This appropriation is needed solely for accounting purposes.

**2c. Provide a measure(s) of the program's impact.**  
 This appropriation is needed solely for accounting purposes.

**2d. Provide a measure(s) of the program's efficiency.**  
 This appropriation is needed solely for accounting purposes.



## PROGRAM DESCRIPTION

Department of Transportation

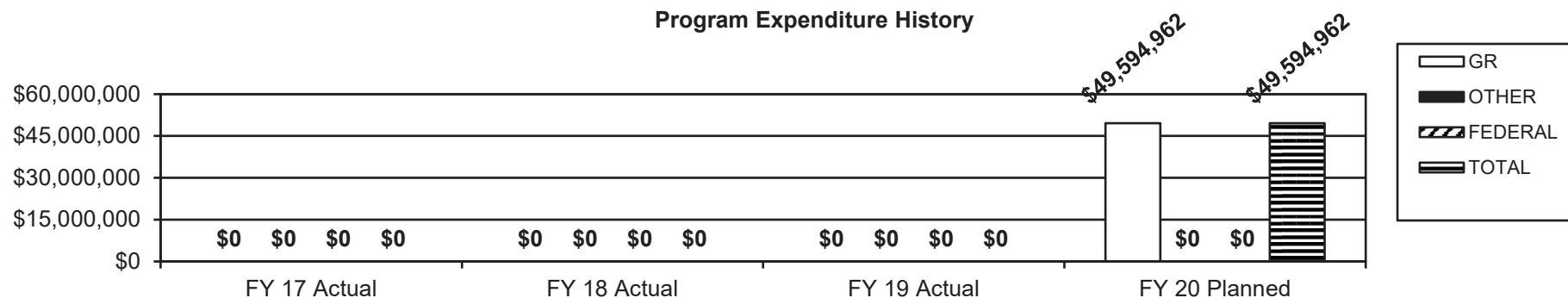
HB Section(s): 4.415

Program Name: Focus on Bridges - Debt Service Transfer

Program is found in the following core budget(s): Bridge Bonding Transfer

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)

Program Expenditure History



4. What are the sources of the "Other " funds?

N/A

5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)

Truly Agreed to and Finally Passed Senate Substitute #2 for Senate Concurrent Resolution 14 (2019)

6. Are there federal matching requirements? If yes, please explain.

No

7. Is this a federally mandated program? If yes, please explain.

No



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**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>BRIDGE BOND DEBT SERVICE</b>								
<b>CORE</b>								
PROGRAM-SPECIFIC								
STATE ROAD	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
TOTAL - PD	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0.00</b>	<b>49,594,962</b>	<b>0.00</b>	<b>45,550,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$45,550,000</b>	<b>0.00</b>



## CORE DECISION ITEM

<b>Department of Transportation</b> <b>Division: Construction</b> <b>Core: Bridge Bond Debt Service</b>	<b>Budget Unit: Bridge Bond Debt Service</b>  <b>HB Section: 4.420</b>																																																																																																				
<b>1. CORE FINANCIAL SUMMARY</b>																																																																																																					
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th colspan="4" style="text-align: center;">FY 2021 Budget Request</th> </tr> <tr> <th></th> <th style="text-align: center;">GR</th> <th style="text-align: center;">Federal</th> <th style="text-align: center;">Other</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td><b>PS</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> </tr> <tr> <td><b>EE</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> </tr> <tr> <td><b>PSD</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$49,594,962</td> <td style="text-align: right;">\$49,594,962</td> </tr> <tr> <td><b>TRF</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>\$0</b></td> <td style="text-align: right;"><b>\$0</b></td> <td style="text-align: right;"><b>\$49,594,962</b></td> <td style="text-align: right;"><b>\$49,594,962</b></td> </tr> <tr> <td><b>FTE</b></td> <td style="text-align: right;"><b>0.00</b></td> <td style="text-align: right;"><b>0.00</b></td> <td style="text-align: right;"><b>0.00</b></td> <td style="text-align: right;"><b>0.00</b></td> </tr> </tbody> </table> <table border="1" style="width: 100%; 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border-collapse: collapse;"> <thead> <tr> <th></th> <th colspan="4" style="text-align: center;">FY 2021 Governor's Recommendation</th> </tr> <tr> <th></th> <th style="text-align: center;">GR</th> <th style="text-align: center;">Federal</th> <th style="text-align: center;">Other</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td><b>PS</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> </tr> <tr> <td><b>EE</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> </tr> <tr> <td><b>PSD</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$45,550,000</td> <td style="text-align: right;">\$45,550,000</td> </tr> <tr> <td><b>TRF</b></td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> <td style="text-align: right;">\$0</td> </tr> <tr> <td><b>Total</b></td> <td style="text-align: right;"><b>\$0</b></td> <td style="text-align: right;"><b>\$0</b></td> <td style="text-align: right;"><b>\$45,550,000</b></td> <td style="text-align: right;"><b>\$45,550,000</b></td> </tr> <tr> <td><b>FTE</b></td> <td style="text-align: right;"><b>0.00</b></td> <td style="text-align: right;"><b>0.00</b></td> <td style="text-align: right;"><b>0.00</b></td> <td style="text-align: right;"><b>0.00</b></td> </tr> </tbody> </table> <table border="1" style="width: 100%; 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	FY 2021 Budget Request																																																																																																				
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<b>2. CORE DESCRIPTION</b>																																																																																																					
<p>This item is needed to pay annual debt service for the Focus on Bridges Program.</p> <p><b>The Governor's Recommendation is less than the department's request.</b></p>																																																																																																					
<b>3. PROGRAM LISTING (list programs included in this core funding)</b>																																																																																																					
<p>This section is not applicable.</p>																																																																																																					



## CORE DECISION ITEM

Department of Transportation  
 Division: Construction  
 Core: Bridge Bond Debt Service

Budget Unit: Bridge Bond Debt Service

HB Section: 4.420

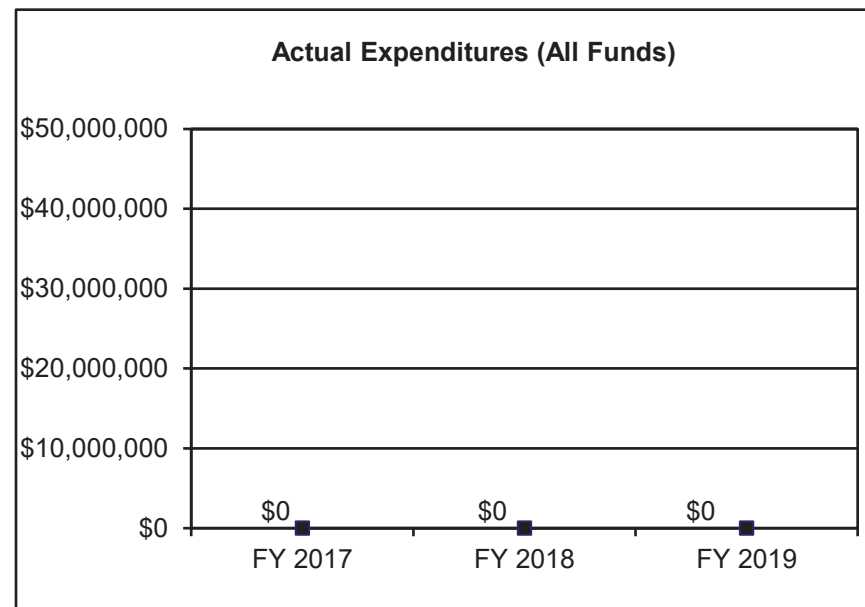
## 4. FINANCIAL HISTORY

	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Current Yr.
Appropriation (All Funds)	\$0	\$0	\$0	\$49,594,962
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)*	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$0	\$0	\$0	N/A
Actual Expenditures (All Funds)	\$0	\$0	\$0	N/A
Unexpended (All Funds)	\$0	\$0	\$0	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$0	\$0	\$0	N/A
Other	\$0	\$0	\$0	N/A

\*Restricted amount is N/A

Reverted includes the statutory three percent reserve amount (when applicable).

Restricted includes any Governor's expenditure restrictions which remained at the end of the fiscal year (when applicable).

**NOTES:**



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**CORE RECONCILIATION**


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**STATE  
BRIDGE BOND DEBT SERVICE**


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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	PD	0.00	0	0	49,594,962	49,594,962	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>49,594,962</b>	<b>49,594,962</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	PD	0.00	0	0	49,594,962	49,594,962	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>49,594,962</b>	<b>49,594,962</b>	
<b>GOVERNOR'S ADDITIONAL CORE ADJUSTMENTS</b>							
Core Reduction	[#2736] PD	0.00	0	0	(4,044,962)	(4,044,962)	Debt service requirement is less than prior year core
<b>NET GOVERNOR CHANGES</b>		<b>0.00</b>	<b>0</b>	<b>0</b>	<b>(4,044,962)</b>	<b>(4,044,962)</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	PD	0.00	0	0	45,550,000	45,550,000	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>45,550,000</b>	<b>45,550,000</b>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>BRIDGE BOND DEBT SERVICE</b>								
<b>CORE</b>								
DEBT SERVICE	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
TOTAL - PD	0	0.00	49,594,962	0.00	49,594,962	0.00	45,550,000	0.00
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$49,594,962</b>	<b>0.00</b>	<b>\$45,550,000</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00	\$0	0.00
OTHER FUNDS	\$0	0.00	\$49,594,962	0.00	\$49,594,962	0.00	\$45,550,000	0.00



## PROGRAM DESCRIPTION

<b>Department of Transportation</b>	<b>HB Section(s):</b> <u>4.420</u>
<b>Program Name: Focus on Bridges - Debt Service</b>	
<b>Program is found in the following core budget(s): Bridge Bond Debt Service</b>	

**1a. What strategic priority does this program address?**  
 Service - deliver transportation solutions of great value and use resources wisely  
 Stability - preserve and operate a reliable transportation system with an engaged workforce

**1b. What does this program do?**  
 This program is for the replacement or repair of 215 bridges on the state highway system as part of the Focus on Bridges Program.

**2a. Provide an activity measure(s) for the program.**

Statewide Condition of All Bridges	2014	2015	2016	2017	2018
Good	3,727	3,680	3,575	3,379	3,243
Fair	5,797	5,848	5,945	6,084	6,232
Poor	852	866	883	922	909
Total:	10,376	10,394	10,403	10,385	10,384
Weight Restricted <sup>1</sup>	1,345	1,303	1,253	1,194	1,131

<sup>1</sup>Weight restricted means a bridge is unable to carry some normal traffic.  
 Data for calendar year 2019 was not available at the time of publication.



## PROGRAM DESCRIPTION

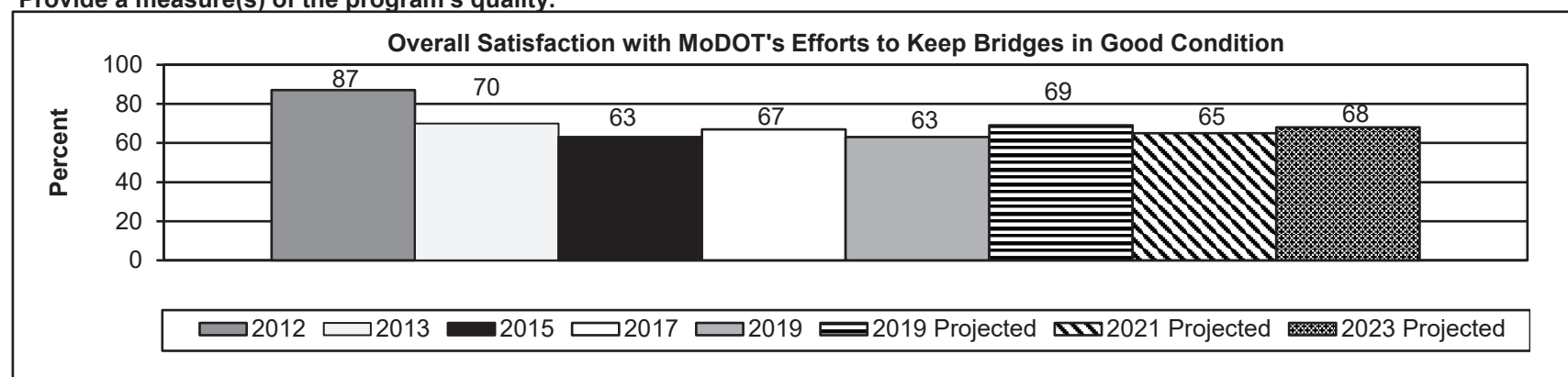
Department of Transportation

HB Section(s): 4.420

Program Name: Focus on Bridges - Debt Service

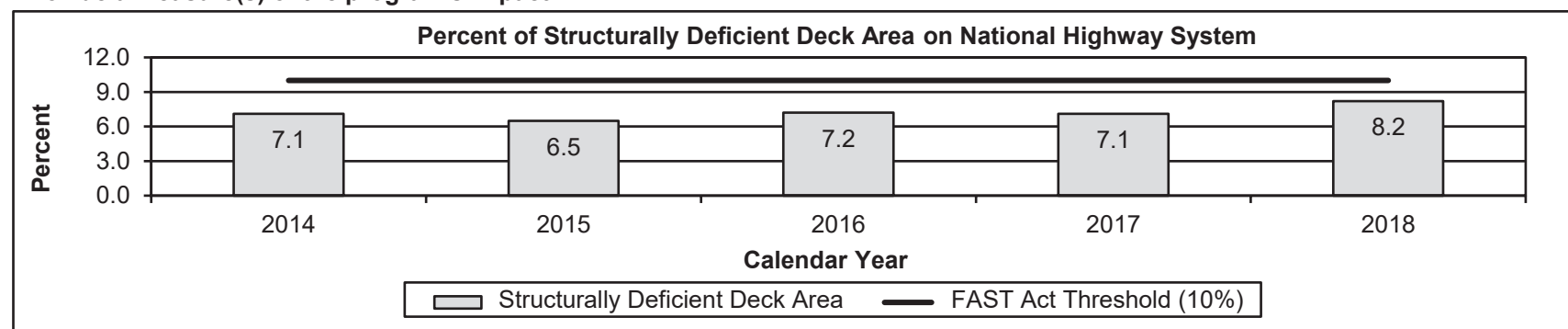
Program is found in the following core budget(s): Bridge Bond Debt Service

2b. Provide a measure(s) of the program's quality.



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The question surveyed was, "How satisfied are you with MoDOT's efforts to keep bridges in good condition?". Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.

2c. Provide a measure(s) of the program's impact.



This measure shows the percent of structurally deficient deck area for bridges on the National Highway System (NHS). The MoDOT system currently has 3,569 NHS structures, with 163 being structurally deficient. The FAST Act established a 10 percent penalty threshold for states that, when exceeded, requires a state to focus money on bridges until they are back under 10 percent. Data for calendar year 2019 was not available at the time of publication.



## PROGRAM DESCRIPTION

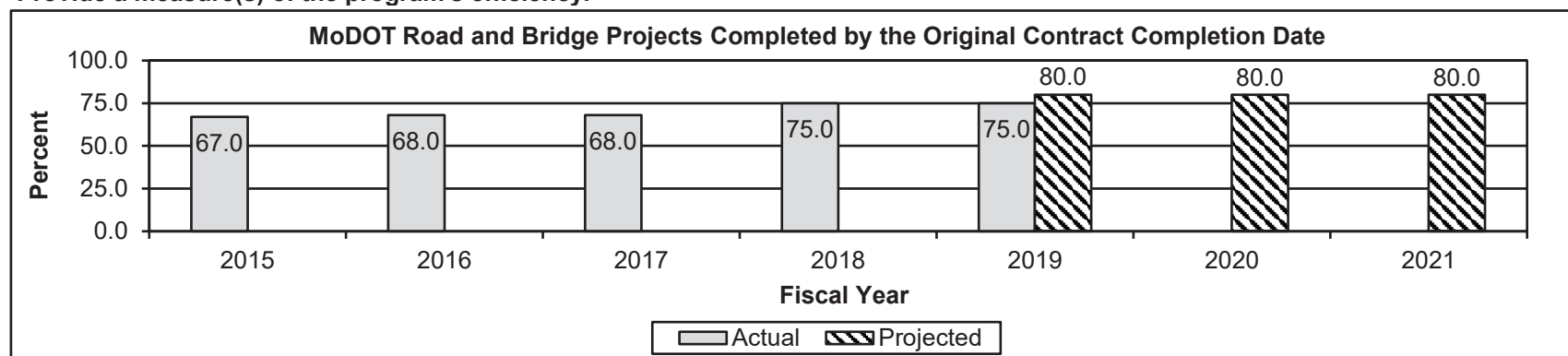
Department of Transportation

HB Section(s): 4.420

Program Name: Focus on Bridges - Debt Service

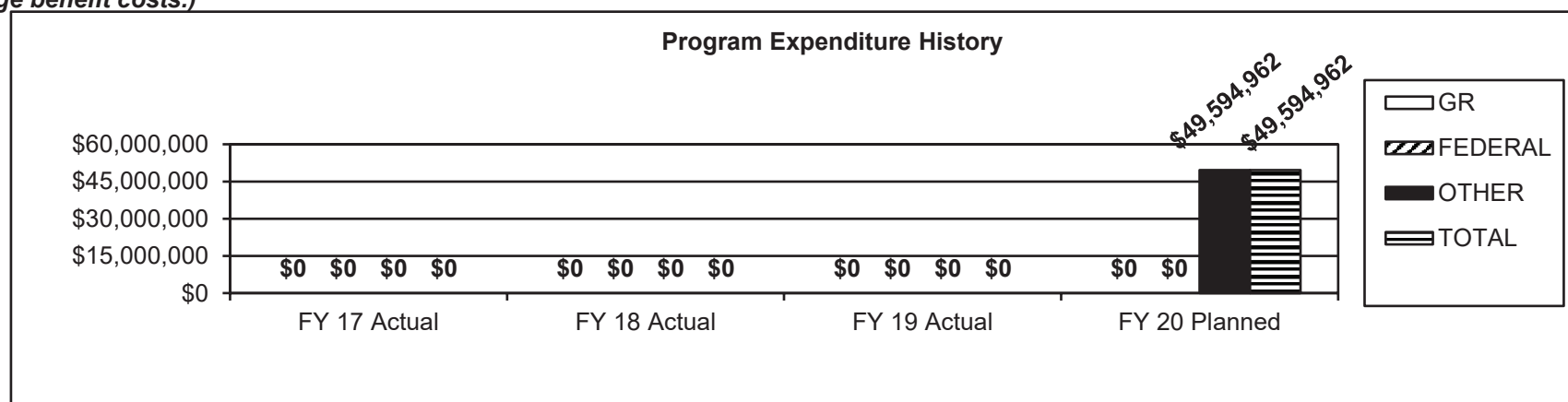
Program is found in the following core budget(s): Bridge Bond Debt Service

2d. Provide a measure(s) of the program's efficiency.



MoDOT works to meet the initial contract completion date by preparing accurate plans and quantities and setting aggressive but reasonable completion dates. Occasionally, an authorized extension of the completion date is required for things like weather or additional work. This measure tracks the percentage of road and bridge projects completed by the commitment date originally established in the contract. MoDOT's target is 80 percent.

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)





## PROGRAM DESCRIPTION

<b>Department of Transportation</b>	<b>HB Section(s):</b> <u>4.420</u>
<b>Program Name: Focus on Bridges - Debt Service</b>	
<b>Program is found in the following core budget(s): Bridge Bond Debt Service</b>	

4. **What are the sources of the "Other " funds?**  
State Road Fund (0320)
  
5. **What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)**  
Truly Agreed to and Finally Passed Senate Substitute #2 for Senate Concurrent Resolution 14 (2019)
  
6. **Are there federal matching requirements? If yes, please explain.**  
No
  
7. **Is this a federally mandated program? If yes, please explain.**  
No



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**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>BRIDGE REPAIR &amp; REPLACEMENT</b>								
<b>CORE</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	23,786,826	0.00	23,786,826	0.00
TOTAL - PS	0	0.00	0	0.00	23,786,826	0.00	23,786,826	0.00
EXPENSE & EQUIPMENT								
STATE ROAD	0	0.00	301,000,000	0.00	277,213,174	0.00	277,213,174	0.00
TOTAL - EE	0	0.00	301,000,000	0.00	277,213,174	0.00	277,213,174	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>301,000,000</b>	<b>0.00</b>	<b>301,000,000</b>	<b>0.00</b>	<b>301,000,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>



## CORE DECISION ITEM

Department of Transportation					Budget Unit: Bridge Repair & Replacement				
Division: Construction									
Core: Focus on Bridges - Bond Proceeds					HB Section: 4.425				
<b>1. CORE FINANCIAL SUMMARY</b>									
	FY 2021 Budget Request					FY 2021 Governor's Recommendation			
	GR	Federal	Other	Total		GR	Federal	Other	Total
<b>PS</b>	\$0	\$0	\$23,786,826	\$23,786,826	<b>PS</b>	\$0	\$0	\$23,786,826	\$23,786,826
<b>EE</b>	\$0	\$0	\$277,213,174	\$277,213,174	<b>EE</b>	\$0	\$0	\$277,213,174	\$277,213,174
<b>PSD</b>	\$0	\$0	\$0	\$0	<b>PSD</b>	\$0	\$0	\$0	\$0
<b>TRF</b>	\$0	\$0	\$0	\$0	<b>TRF</b>	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$301,000,000</b>	<b>\$301,000,000</b>	<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$301,000,000</b>	<b>\$301,000,000</b>
<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>FTE</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>HB 4</b>	\$0	\$0	\$10,957,515	\$10,957,515	<b>HB 4</b>	\$0	\$0	\$10,957,515	\$10,957,515
<b>HB 5</b>	\$0	\$0	\$990,423	\$990,423	<b>HB 5</b>	\$0	\$0	\$990,422.81	\$990,423
Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.					Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.				
Other Funds: State Road Fund (0320)					Other Funds: State Road Fund (0320)				
Notes: HB 4 fringes for this program are included in the PS total above.					Notes: HB 4 fringes for this program are included in the PS total above.				
<b>2. CORE DESCRIPTION</b>									
This item is needed to pay for improvements to 215 bridges as part of the Focus on Bridges Program. MoDOT is responsible for maintaining nearly 10,400 bridges on the state system. There are currently 909 bridges that have been rated "poor" by the Federal Highway Administration. There are 1,131 bridges in Missouri that are considered weight restricted, which means they are unable to carry some normal traffic. 413 bridges in Missouri are rated both poor and weight restricted. Federal Highway Administration statistics indicate Missouri is ranked 38th for the most bridge deck area in poor condition.									
The Governor's Recommendation is the same as the department's request.									
<b>3. PROGRAM LISTING (list programs included in this core funding)</b>									
This section is not applicable.									



## CORE DECISION ITEM

Department of Transportation

Budget Unit: Bridge Repair &amp; Replacement

Division: Construction

Core: Focus on Bridges - Bond Proceeds

HB Section: 4.425

## 4. FINANCIAL HISTORY

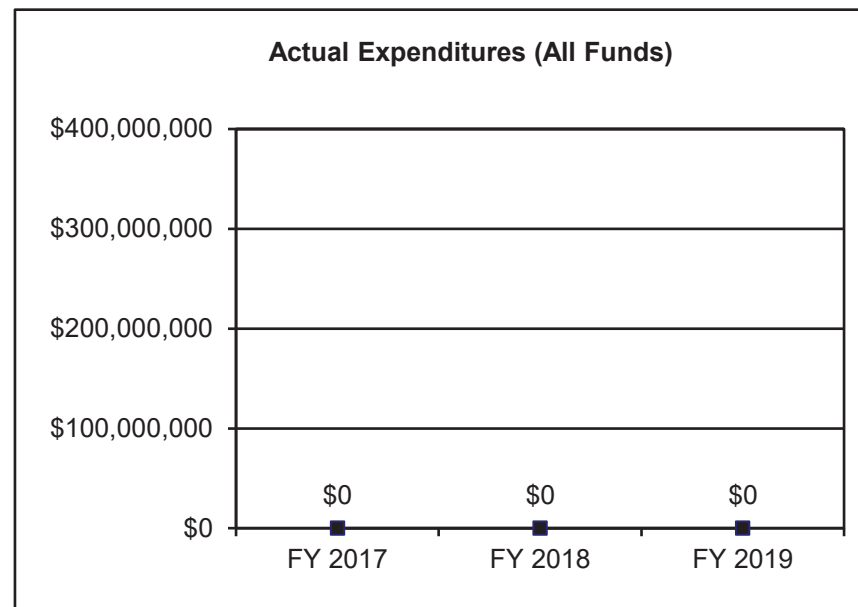
	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Current Yr.
Appropriation (All Funds)	\$0	\$0	\$0	\$301,000,000
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)*	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$0	\$0	\$0	N/A
Actual Expenditures (All Funds)	\$0	\$0	\$0	N/A
Unexpended (All Funds)	\$0	\$0	\$0	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$0	\$0	\$0	N/A
Other	\$0	\$0	\$0	N/A

\*Restricted amount is N/A

Reverted includes the statutory three percent reserve amount (when applicable).

Restricted includes any Governor's expenditure restrictions which remained at the end of the fiscal year (when applicable).

## NOTES:





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**CORE RECONCILIATION**


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**STATE  
BRIDGE REPAIR & REPLACEMENT**


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**5. CORE RECONCILIATION**


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		Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>								
		EE	0.00	0	0	301,000,000	301,000,000	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>301,000,000</b>	<b>301,000,000</b>	
<b>DEPARTMENT CORE ADJUSTMENTS</b>								
Core Reallocation	[#2111]	PS	0.00	0	0	23,786,826	23,786,826	To reallocate program dollars for PS, FB and E&E related to the Focus on Bridges program
Core Reallocation	[#2111]	EE	0.00	0	0	(23,786,826)	(23,786,826)	To reallocate program dollars for PS, FB and E&E related to the Focus on Bridges program
<b>NET DEPARTMENT CHANGES</b>			<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>DEPARTMENT CORE REQUEST</b>								
		PS	0.00	0	0	23,786,826	23,786,826	
		EE	0.00	0	0	277,213,174	277,213,174	
		PD	0.00	0	0	0	0	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>301,000,000</b>	<b>301,000,000</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>								
		PS	0.00	0	0	23,786,826	23,786,826	
		EE	0.00	0	0	277,213,174	277,213,174	
		PD	0.00	0	0	0	0	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>301,000,000</b>	<b>301,000,000</b>	



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>BRIDGE REPAIR &amp; REPLACEMENT</b>								
<b>CORE</b>								
AST DISTRICT CONSTR & MATER EN	0	0.00	0	0.00	6,414,655	0.00	6,414,655	0.00
DISTRICT DESIGN ENGINEER	0	0.00	0	0.00	6,414,656	0.00	6,414,656	0.00
BENEFITS	0	0.00	0	0.00	10,957,515	0.00	10,957,515	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>23,786,826</b>	<b>0.00</b>	<b>23,786,826</b>	<b>0.00</b>
PROPERTY & IMPROVEMENTS	0	0.00	301,000,000	0.00	277,213,174	0.00	277,213,174	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>301,000,000</b>	<b>0.00</b>	<b>277,213,174</b>	<b>0.00</b>	<b>277,213,174</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>	<b>\$301,000,000</b>	<b>0.00</b>



## PROGRAM DESCRIPTION

Department of Transportation

HB Section(s): 4.425

Program Name: Focus on Bridges - Bond Proceeds

Program is found in the following core budget(s): Construction

**1a. What strategic priority does this program address?**

Service - deliver transportation solutions of great value and use resources wisely

Stability - preserve and operate a reliable transportation system with an engaged workforce

**1b. What does this program do?**

This program is for the replacement or repair of 215 bridges on the state highway system as part of the Focus on Bridges Program.

**2a. Provide an activity measure(s) for the program.**

Statewide Condition of All Bridges	2014	2015	2016	2017	2018
Good	3,727	3,680	3,575	3,379	3,243
Fair	5,797	5,848	5,945	6,084	6,232
Poor	852	866	883	922	909
<b>Total:</b>	<b>10,376</b>	<b>10,394</b>	<b>10,403</b>	<b>10,385</b>	<b>10,384</b>
Weight Restricted <sup>1</sup>	1,345	1,303	1,253	1,194	1,131

<sup>1</sup>Weight restricted means a bridge is unable to carry some normal traffic.

Data for calendar year 2019 was not available at the time of publication.



## PROGRAM DESCRIPTION

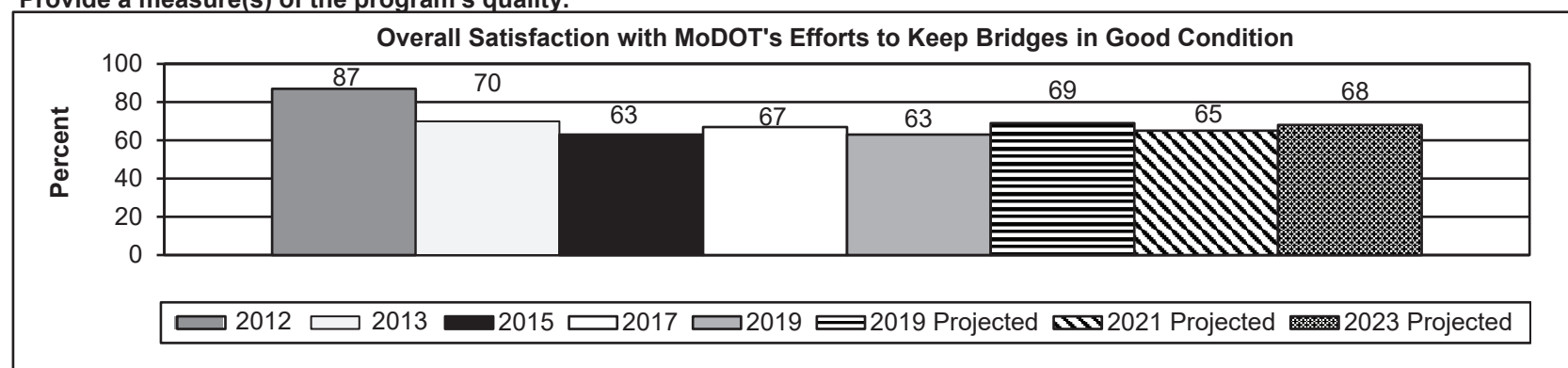
Department of Transportation

HB Section(s): 4.425

Program Name: Focus on Bridges - Bond Proceeds

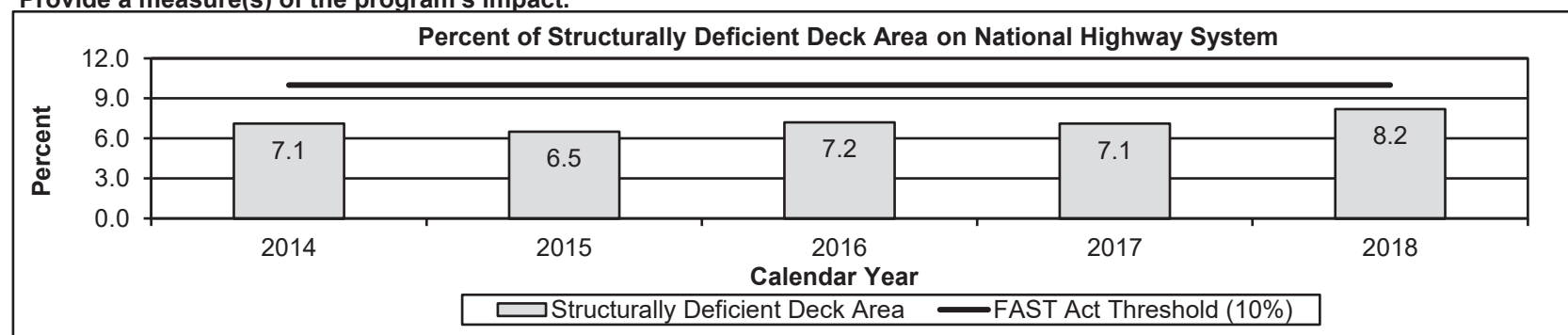
Program is found in the following core budget(s): Construction

2b. Provide a measure(s) of the program's quality.



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The question surveyed was, "How satisfied are you with MoDOT's efforts to keep bridges in good condition?". Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.

2c. Provide a measure(s) of the program's impact.



This measure shows the percent of structurally deficient deck area for bridges on the National Highway System (NHS). The MoDOT system currently has 3,569 NHS structures, with 163 being structurally deficient. The FAST Act established a 10 percent penalty threshold for states that, when exceeded, requires a state to focus money on bridges until they are back under 10 percent. Calendar year 2019 data was not available at the time of publication. Data for calendar year 2019 data was not available at the time of publication.



## PROGRAM DESCRIPTION

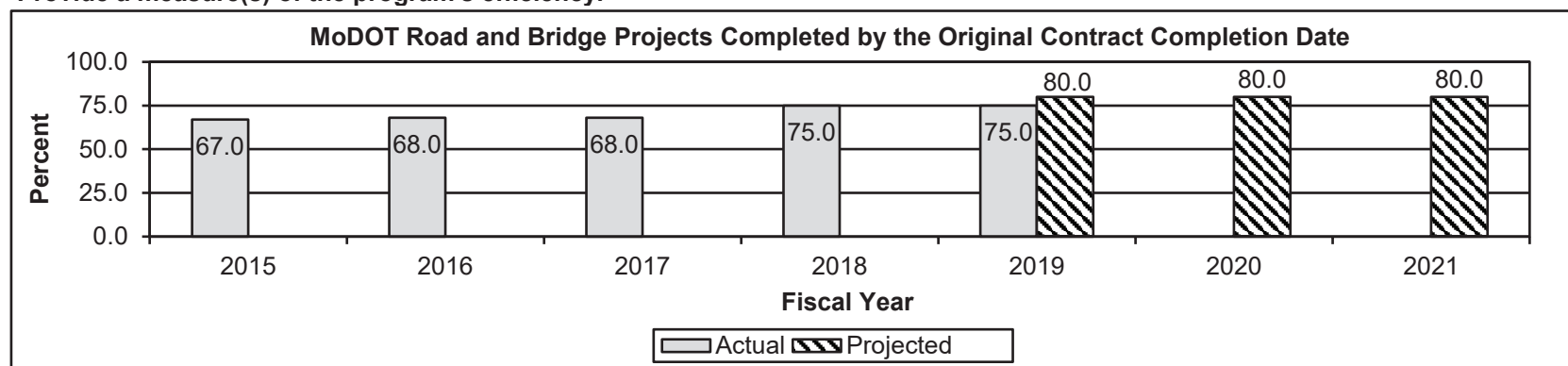
Department of Transportation

HB Section(s): 4.425

Program Name: Focus on Bridges - Bond Proceeds

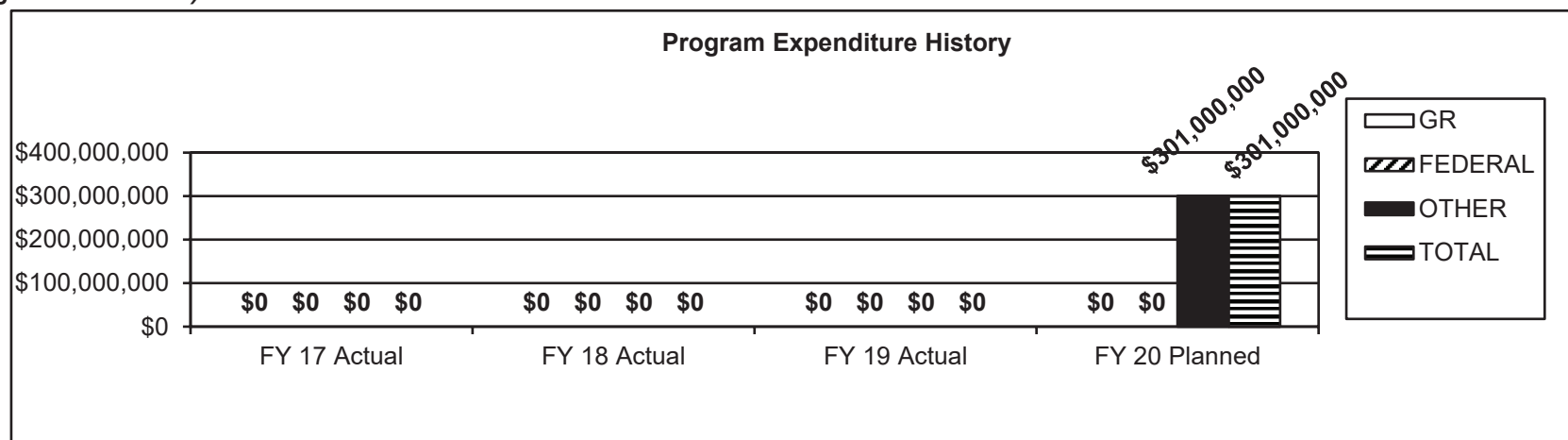
Program is found in the following core budget(s): Construction

2d. Provide a measure(s) of the program's efficiency.



MoDOT works to meet the initial contract completion date by preparing accurate plans and quantities and setting aggressive but reasonable completion dates. Occasionally, an authorized extension of the completion date is required for things like weather or additional work. This measure tracks the percentage of road and bridge projects completed by the commitment date originally established in the contract. MoDOT's target is 80 percent.

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)





## PROGRAM DESCRIPTION

Department of Transportation		HB Section(s): 4.425
Program Name: Focus on Bridges - Bond Proceeds		
Program is found in the following core budget(s): Construction		
4.	What are the sources of the "Other " funds? N/A	
5.	What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.) Truly Agreed to and Finally Passed Senate Substitute #2 for Senate Concurrent Resolution 14 (2019)	
6.	Are there federal matching requirements? If yes, please explain. No	
7.	Is this a federally mandated program? If yes, please explain. No	



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**DECISION ITEM SUMMARY**

<b>Budget Unit</b>								
<b>Decision Item</b>	<b>FY 2019</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>	<b>FY 2021</b>
<b>Budget Object Summary</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>BUDGET</b>	<b>DEPT REQ</b>	<b>DEPT REQ</b>	<b>GOV REC</b>	<b>GOV REC</b>
<b>Fund</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>	<b>DOLLAR</b>	<b>FTE</b>
<b>STATE ROAD FUND TRF-0101</b>								
<b>CORE</b>								
FUND TRANSFERS								
GENERAL REVENUE	0	0.00	50,000,000	0.00	0	0.00	0	0.00
TOTAL - TRF	0	0.00	50,000,000	0.00	0	0.00	0	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>



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**CORE RECONCILIATION**


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STATE  
STATE ROAD FUND TRF-0101

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**5. CORE RECONCILIATION**


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	Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>							
	TRF	0.00	50,000,000	0	0	50,000,000	
	<b>Total</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0</b>	<b>0</b>	<b>50,000,000</b>	
<b>DEPARTMENT CORE ADJUSTMENTS</b>							
1x Expenditures	[#259] TRF	0.00	(50,000,000)	0	0	(50,000,000)	Reduced one-time General Revenue transfer to the State Road Fund for Bridge Program
<b>NET DEPARTMENT CHANGES</b>		<b>0.00</b>	<b>(50,000,000)</b>	<b>0</b>	<b>0</b>	<b>(50,000,000)</b>	
<b>DEPARTMENT CORE REQUEST</b>							
	TRF	0.00	0	0	0	0	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>							
	TRF	0.00	0	0	0	0	
	<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	



**DECISION ITEM DETAIL**

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>STATE ROAD FUND TRF-0101</b>								
<b>CORE</b>								
TRANSFERS OUT	0	0.00	50,000,000	0.00	0	0.00	0	0.00
<b>TOTAL - TRF</b>	<b>0</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
GENERAL REVENUE	\$0	0.00	\$50,000,000	0.00	\$0	0.00		0.00
FEDERAL FUNDS	\$0	0.00	\$0	0.00	\$0	0.00		0.00
OTHER FUNDS	\$0	0.00	\$0	0.00	\$0	0.00		0.00



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**DECISION ITEM SUMMARY**

Budget Unit								
Decision Item	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Budget Object Summary	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Fund	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>BRIDGE PROGRAM</b>								
<b>CORE</b>								
PERSONAL SERVICES								
STATE ROAD	0	0.00	0	0.00	4,547,026	0.00	4,547,026	0.00
TOTAL - PS	0	0.00	0	0.00	4,547,026	0.00	4,547,026	0.00
EXPENSE & EQUIPMENT								
STATE ROAD	0	0.00	0	0.00	1,957,274	0.00	1,957,274	0.00
TOTAL - EE	0	0.00	0	0.00	1,957,274	0.00	1,957,274	0.00
PROGRAM-SPECIFIC								
STATE ROAD	0	0.00	50,000,000	0.00	43,495,700	0.00	43,495,700	0.00
TOTAL - PD	0	0.00	50,000,000	0.00	43,495,700	0.00	43,495,700	0.00
<b>TOTAL</b>	<b>0</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>



## CORE DECISION ITEM

Department of Transportation					Budget Unit: <u>Bridge Repair &amp; Replacement</u>				
Division: Construction									
Core: Bridge Replacement & Repair					HB Section: <u>4.427</u>				
<b>1. CORE FINANCIAL SUMMARY</b>									
FY 2021 Budget Request					FY 2021 Governor's Recommendation				
	GR	Federal	Other	Total		GR	Federal	Other	Total
PS	\$0	\$0	\$4,547,026	\$4,547,026	PS	\$0	\$0	\$4,547,026	\$4,547,026
EE	\$0	\$0	\$1,957,274	\$1,957,274	EE	\$0	\$0	\$1,957,274	\$1,957,274
PSD	\$0	\$0	\$43,495,700	\$43,495,700	PSD	\$0	\$0	\$43,495,700	\$43,495,700
TRF	\$0	\$0	\$0	\$0	TRF	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$50,000,000</b>	<b>\$50,000,000</b>	<b>Total</b>	<b>\$0</b>	<b>\$0</b>	<b>\$50,000,000</b>	<b>\$50,000,000</b>
FTE	0.00	0.00	0.00	0.00	FTE	0.00	0.00	0.00	0.00
<b>HB 4</b>	\$0	\$0	\$2,094,609	\$2,094,609	<b>HB 4</b>	\$0	\$0	\$0	\$0
<b>HB 5</b>	\$0	\$0	\$189,327	\$189,327	<b>HB 5</b>	\$0	\$0	\$0	\$0
<i>Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.</i>					<i>Note: Fringes budgeted in House Bill 5 except for certain fringes budgeted directly to MoDOT, Highway Patrol, and Conservation.</i>				
Other Funds: State Road Fund (0320)					Other Funds: State Road Fund (0320)				
Notes: HB 4 fringes for this program are included in the PS total above.					Notes: HB 4 fringes for this program are included in the PS total above.				
<b>2. CORE DESCRIPTION</b>									
This item is needed for the planning, designing, construction, reconstruction, rehabilitation and significant repair of bridges on the state highway system under the Missouri Highways and Transportation Commission's five year Statewide Transportation Improvement Program as part of the Focus on Bridges Program.									
<b>The Governor's Recommendation is the same as the department's request.</b>									
<b>3. PROGRAM LISTING (list programs included in this core funding)</b>									
This section is not applicable.									



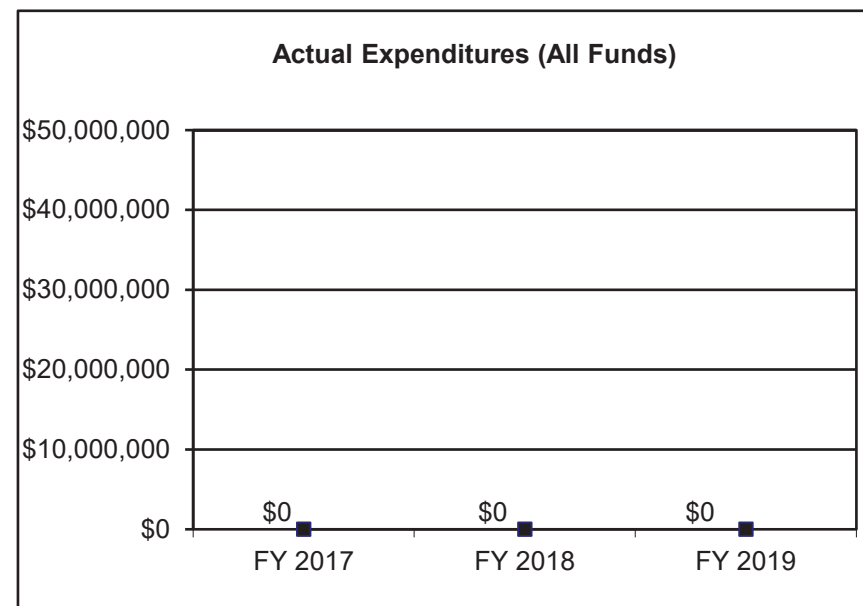
## CORE DECISION ITEM

Department of Transportation

Budget Unit: Bridge Repair & ReplacementDivision: ConstructionCore: Bridge Replacement & RepairHB Section: 4.427

## 4. FINANCIAL HISTORY

	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Current Yr.
Appropriation (All Funds)	\$0	\$0	\$0	\$50,000,000
Less Reverted (All Funds)	\$0	\$0	\$0	N/A
Less Restricted (All Funds)*	\$0	\$0	\$0	N/A
Budget Authority (All Funds)	\$0	\$0	\$0	N/A
Actual Expenditures (All Funds)	\$0	\$0	\$0	N/A
Unexpended (All Funds)	\$0	\$0	\$0	N/A
Unexpended, by Fund:				
General Revenue	\$0	\$0	\$0	N/A
Federal	\$0	\$0	\$0	N/A
Other	\$0	\$0	\$0	N/A



\*Restricted amount is N/A

Reverted includes the statutory three percent reserve amount (when applicable).

Restricted includes any Governor's expenditure restrictions which remained at the end of the fiscal year (when applicable).

**NOTES:**



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**CORE RECONCILIATION**


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**STATE  
BRIDGE PROGRAM**


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**5. CORE RECONCILIATION**


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		Budget Class	FTE	GR	Federal	Other	Total	Explanation
<b>TAFP AFTER VETOES</b>								
		PD	0.00	0	0	50,000,000	50,000,000	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>50,000,000</b>	<b>50,000,000</b>	
<b>DEPARTMENT CORE ADJUSTMENTS</b>								
Core Reallocation	[#2108]	PS	0.00	0	0	4,547,026	4,547,026	To reallocate program dollars for PS, FB and E&E related to the Focus on Bridges program
Core Reallocation	[#2108]	EE	0.00	0	0	1,957,274	1,957,274	To reallocate program dollars for PS, FB and E&E related to the Focus on Bridges program
Core Reallocation	[#2108]	PD	0.00	0	0	(6,504,300)	(6,504,300)	To reallocate program dollars for PS, FB and E&E related to the Focus on Bridges program
<b>NET DEPARTMENT CHANGES</b>			<b>0.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>DEPARTMENT CORE REQUEST</b>								
		PS	0.00	0	0	4,547,026	4,547,026	
		EE	0.00	0	0	1,957,274	1,957,274	
		PD	0.00	0	0	43,495,700	43,495,700	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>50,000,000</b>	<b>50,000,000</b>	
<b>GOVERNOR'S RECOMMENDED CORE</b>								
		PS	0.00	0	0	4,547,026	4,547,026	
		EE	0.00	0	0	1,957,274	1,957,274	
		PD	0.00	0	0	43,495,700	43,495,700	
		<b>Total</b>	<b>0.00</b>	<b>0</b>	<b>0</b>	<b>50,000,000</b>	<b>50,000,000</b>	



## DECISION ITEM DETAIL

Budget Unit	FY 2019	FY 2019	FY 2020	FY 2020	FY 2021	FY 2021	FY 2021	FY 2021
Decision Item	ACTUAL	ACTUAL	BUDGET	BUDGET	DEPT REQ	DEPT REQ	GOV REC	GOV REC
Budget Object Class	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE	DOLLAR	FTE
<b>BRIDGE PROGRAM</b>								
<b>CORE</b>								
AST DISTRICT CONSTR & MATER EN	0	0.00	0	0.00	1,226,208	0.00	1,226,208	0.00
DISTRICT DESIGN ENGINEER	0	0.00	0	0.00	1,226,209	0.00	1,226,209	0.00
BENEFITS	0	0.00	0	0.00	2,094,609	0.00	2,094,609	0.00
<b>TOTAL - PS</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>4,547,026</b>	<b>0.00</b>	<b>4,547,026</b>	<b>0.00</b>
PROPERTY & IMPROVEMENTS	0	0.00	0	0.00	1,957,274	0.00	1,957,274	0.00
<b>TOTAL - EE</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>1,957,274</b>	<b>0.00</b>	<b>1,957,274</b>	<b>0.00</b>
PROGRAM DISTRIBUTIONS	0	0.00	50,000,000	0.00	43,495,700	0.00	43,495,700	0.00
<b>TOTAL - PD</b>	<b>0</b>	<b>0.00</b>	<b>50,000,000</b>	<b>0.00</b>	<b>43,495,700</b>	<b>0.00</b>	<b>43,495,700</b>	<b>0.00</b>
<b>GRAND TOTAL</b>	<b>\$0</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>
<b>GENERAL REVENUE</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>FEDERAL FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>	<b>\$0</b>	<b>0.00</b>
<b>OTHER FUNDS</b>	<b>\$0</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>	<b>\$50,000,000</b>	<b>0.00</b>



## PROGRAM DESCRIPTION

<b>Department of Transportation</b>	<b>HB Section(s):</b> <u>4.427</u>																																				
<b>Program Name: Bridge Replacement &amp; Repair</b>																																					
<b>Program is found in the following core budget(s): Bridge Replacement &amp; Repair</b>																																					
<p><b>1a. What strategic priority does this program address?</b>            Service - deliver transportation solutions of great value and use resources wisely            Stability - preserve and operate a reliable transportation system with an engaged workforce</p> <p><b>1b. What does this program do?</b>            This program will accelerate the repair or replacement of bridges that are already part of the five-year Statewide Transportation Improvement Program as part of the Focus on Bridges Program.</p> <p><b>2a. Provide an activity measure(s) for the program.</b></p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #d3d3d3;"> <th style="text-align: left;">Statewide Condition of All Bridges</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Good</td> <td style="text-align: right;">3,727</td> <td style="text-align: right;">3,680</td> <td style="text-align: right;">3,575</td> <td style="text-align: right;">3,379</td> <td style="text-align: right;">3,243</td> </tr> <tr> <td>Fair</td> <td style="text-align: right;">5,797</td> <td style="text-align: right;">5,848</td> <td style="text-align: right;">5,945</td> <td style="text-align: right;">6,084</td> <td style="text-align: right;">6,232</td> </tr> <tr> <td>Poor</td> <td style="text-align: right;">852</td> <td style="text-align: right;">866</td> <td style="text-align: right;">883</td> <td style="text-align: right;">922</td> <td style="text-align: right;">909</td> </tr> <tr> <td><b>Total:</b></td> <td style="text-align: right;"><b>10,376</b></td> <td style="text-align: right;"><b>10,394</b></td> <td style="text-align: right;"><b>10,403</b></td> <td style="text-align: right;"><b>10,385</b></td> <td style="text-align: right;"><b>10,384</b></td> </tr> <tr> <td>Weight Restricted<sup>1</sup></td> <td style="text-align: right;">1,345</td> <td style="text-align: right;">1,303</td> <td style="text-align: right;">1,253</td> <td style="text-align: right;">1,194</td> <td style="text-align: right;">1,131</td> </tr> </tbody> </table> <p style="margin-top: 10px;"><sup>1</sup>Weight restricted means a bridge is unable to carry some normal traffic.            Data for calendar year 2019 was not available at the time of publication.</p>		Statewide Condition of All Bridges	2014	2015	2016	2017	2018	Good	3,727	3,680	3,575	3,379	3,243	Fair	5,797	5,848	5,945	6,084	6,232	Poor	852	866	883	922	909	<b>Total:</b>	<b>10,376</b>	<b>10,394</b>	<b>10,403</b>	<b>10,385</b>	<b>10,384</b>	Weight Restricted <sup>1</sup>	1,345	1,303	1,253	1,194	1,131
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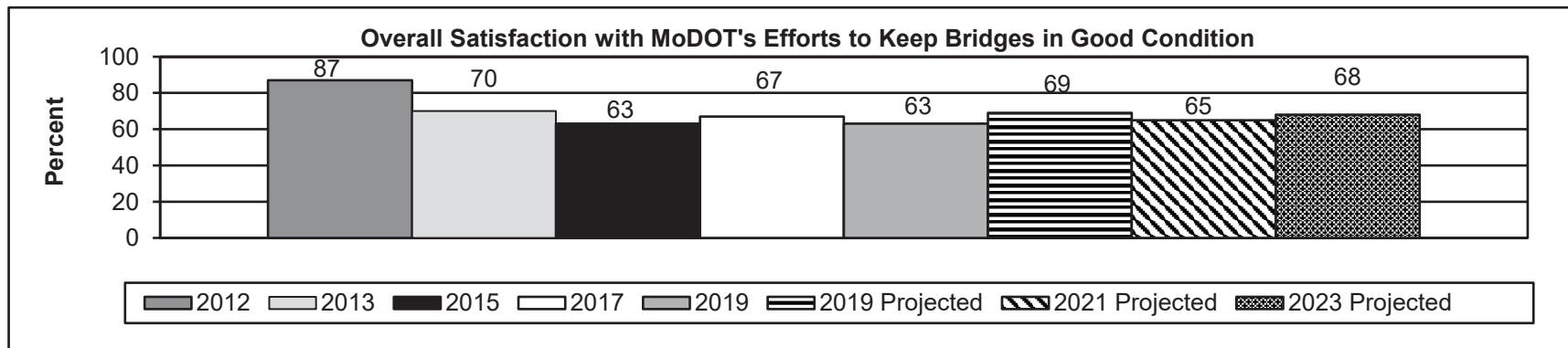


## PROGRAM DESCRIPTION

Department of Transportation

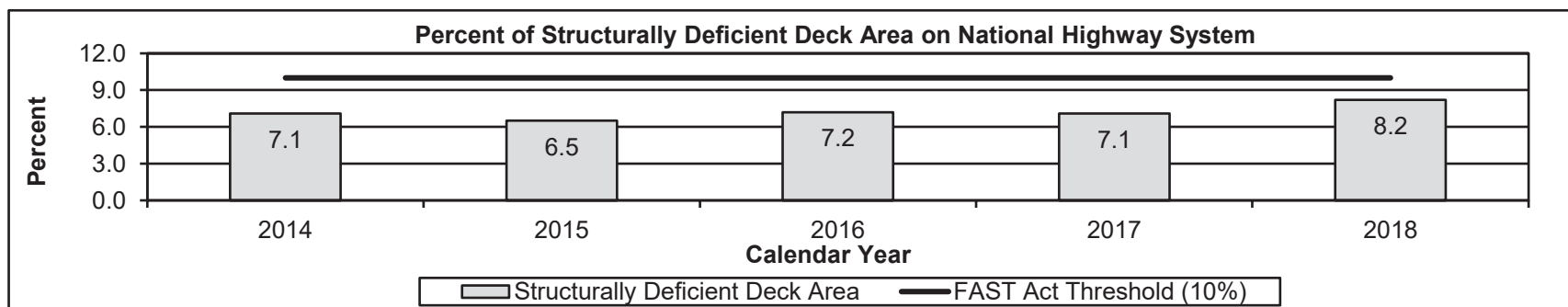
HB Section(s): 4.427Program Name: Bridge Replacement & RepairProgram is found in the following core budget(s): Bridge Replacement & Repair

2b. Provide a measure(s) of the program's quality.



Data is collected through a biennial telephone survey conducted by a consultant from interviews of approximately 3,500 randomly selected adult Missourians. The question surveyed was, "How satisfied are you with MoDOT's efforts to keep bridges in good condition?". Overall satisfaction for the years above was calculated by adding the very satisfied and the satisfied responses. The 2021 and 2023 projections were established by projecting a two and five percent increase from the 2019 survey, respectively. No survey was conducted in calendar years 2014, 2016 and 2018.

2c. Provide a measure(s) of the program's impact.



This measure shows the percent of structurally deficient deck area for bridges on the National Highway System (NHS). The MoDOT system currently has 3,569 NHS structures, with 163 being structurally deficient. The FAST Act established a 10 percent penalty threshold for states that, when exceeded, requires a state to focus money on bridges until they are back under 10 percent. Data for calendar year 2019 was not available at the time of publication.



PROGRAM DESCRIPTION

Department of Transportation Program Name: Bridge Replacement & Repair Program is found in the following core budget(s): Bridge Replacement & Repair	HB Section(s): <u>4.427</u>
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2d. Provide a measure(s) of the program's efficiency.

**MoDOT Road and Bridge Projects Completed by the Original Contract Completion Date**

Fiscal Year	Actual (%)	Projected (%)
2015	67.0	
2016	68.0	
2017	68.0	
2018	75.0	
2019	75.0	80.0
2020		80.0
2021		80.0

MoDOT works to meet the initial contract completion date by preparing accurate plans and quantities and setting aggressive but reasonable completion dates. Occasionally, an authorized extension of the completion date is required for things like weather or additional work. This measure tracks the percentage of road and bridge projects completed by the commitment date originally established in the contract. MoDOT's target is 80 percent.

3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)

**Program Expenditure History**

Fiscal Year	GR (\$)	FEDERAL (\$)	OTHER (\$)	TOTAL (\$)
FY 17 Actual	\$0	\$0	\$0	\$0
FY 18 Actual	\$0	\$0	\$0	\$0
FY 19 Actual	\$0	\$0	\$0	\$0
FY 20 Planned	\$0	\$0	\$50,000,000	\$100,000,000



## PROGRAM DESCRIPTION

<b>Department of Transportation</b>	<b>HB Section(s):</b> <u>4.427</u>
<b>Program Name: Bridge Replacement &amp; Repair</b>	
<b>Program is found in the following core budget(s): Bridge Replacement &amp; Repair</b>	
<p><b>4. What are the sources of the "Other " funds?</b> State Road Fund (0320)</p> <p><b>5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)</b> Truly Agreed to and Finally Passed Senate Substitute #2 for Senate Concurrent Resolution 14 (2019)</p> <p><b>6. Are there federal matching requirements? If yes, please explain.</b> No</p> <p><b>7. Is this a federally mandated program? If yes, please explain.</b> No</p>	